

Effective 11/8/03 - 12/10/05

## CONTRACT EXTENSION AND WAGE AND PENSION UPDATE AGREEMENT

By and Between

AT&amp;T

And

COMMUNICATIONS WORKERS OF AMERICA

And

✓ SYSTEM COUNCIL T-3 OF INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

This will confirm the agreement between AT&T. ("the Company"), Communications Workers of America and System Council T-3 of the International Brotherhood of Electrical Workers ("the Unions") to extend the Collective Bargaining Agreements (the "Agreements") between each Union and the Company dated May 12<sup>th</sup>, 2002 and scheduled to terminate on Saturday, November 8, 2003 shall be amended as follows:

1. The Agreements shall continue in full force and effect through 11:59 PM on Saturday, December 10, 2005.
2. The wage provisions contained in the Agreements shall be modified as set forth on Attachments A (CWA) and B (IBEW),
3. **BENEFITS**
  - A. Pension
    - a) Effective for service after January 1, 2004, the cash balance pension band credit amounts under the AT&TPP shall be increased by 5% (rounded to the nearest dollar).
    - b) Effective as of September 1, 2003, for employees on roll on that date, the pension band formula shall be improved by 5% for "Eligible Employees" as defined in Paragraph (H)(4)(b), of the 2002 Agreement.
 

(1) Employees who leave the payroll between June 18, 2003 and September 1, 2003 will also be eligible for the improved pension band formula.
    - c) The AT&TPP shall be amended to provide that, for active participants on or after January 1, 2004 and participants who have not commenced their pensions before that date, interest credits to Cash Balance Accounts shall be made at the effective annual interest rate of 4.5% for the period beginning January 1, 2004 and ending December 31, 2005, and 4% thereafter.
  - B. Additional Benefits
 

For the life of the agreement, each occupational employee who retired (or became an Occupational LTD Participant) on or after March 1, 1990 (including those who have not yet commenced payment of their pensions or have taken lump sum pension payments under the AT&T Pension Plan) will be provided a health care reimbursement account as an additional annual Plan benefit for each year in an amount required to provide full reimbursement of the required contributions for Single or Family coverage as described in the Additional Benefits provision of the 2002 Agreement.
  - C. Administration
 

The Company shall develop appropriate plan provisions, consistent with legal requirements, to effectuate the provisions above.
4. The funding for the Family Care Development Fund for the entire period of the Agreements, as extended, shall be \$3.35 million.
5. All provisions of the Agreements that are described as being effective for the term of the current Agreement shall be deemed to be effective for the term of the Agreements as extended. For APA Plan Years 2004 and 2005 an Occupational Standard Award amount of \$680.00 will be used to calculate the award payment.

1400+  
193 (CBA)  
= 20700

IN WITNESS THEREOF, the authorized representatives of the Company and the Unions have entered into this Contract Extension Agreement this 18<sup>th</sup> day of June - 2003.

**FOR THE COMPANY**

By:

\_\_\_\_\_  
/s/Barbara A. Maniscalco  
Labor Relations, Vice President

\_\_\_\_\_  
/s/Lori J. Smith  
Labor Relations, Director

**FOR THE Communications Workers of  
America**

By:

\_\_\_\_\_  
/s/Ralph V. Maly  
Vice President, CWA

\_\_\_\_\_  
/s/Jerome U. Klimm  
Assistant to V. President, CWA

\_\_\_\_\_  
/s/Lois J. Grimes  
CWA Representative

\_\_\_\_\_  
/s/Bridget D. Dick  
CWA Local 13500

\_\_\_\_\_  
/s/Larry Ihfe  
CWA Local 6150

\_\_\_\_\_  
/s/Mary Ellen Mazzeo  
CWA Local 1152

\_\_\_\_\_  
/s/LaNell Piercy  
CWA Local 4252

\_\_\_\_\_  
/s/Rich Suarato  
CWA Local 1110

\_\_\_\_\_  
/s/Laura Unger  
CWA Local 1150

**FOR the International Brotherhood of  
Electrical Workers**

By:

\_\_\_\_\_  
/s/Joseph J. Penna  
Director, Telecommunications

\_\_\_\_\_  
/s/Peter A. Pusateri  
Chairman, System Council T-3, IBEW

**APPROVED**

By: \_\_\_\_\_

/s/Christopher W. O'Flinn  
Vice President, Corporate  
Human Resources

Date: \_\_\_\_\_

**APPROVED**

By: \_\_\_\_\_

/s/Morton Bahr  
President, CWA

Date: \_\_\_\_\_

**APPROVED**

By: \_\_\_\_\_

/s/Edwin D. Hill  
International President, IBEW

Date: \_\_\_\_\_

## **ATTACHMENT A**

### **CWA Operations Agreement**

#### **Article 15 – Titles and Wages**

##### **4. General Wage Schedule Increase**

The increases in the wage schedules set forth below shall be computed on an exponential basis. Hourly Wage Schedules shall be rounded to the nearest penny. Weekly wage schedules shall be rounded to the nearest dollar.

##### **(a) Initial Wage Increase**

Wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on November 8, 2003. The initial general wage increase shall be effective on Sunday, November 9, 2003.

##### **(b) Second Wage Increase**

Effective May 9, 2004, wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on May 8, 2004.

##### **(c) Third Wage Increase**

Effective November 7, 2004 wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on November 6, 2004.

##### **(d) Fourth Wage Increase**

Effective May 8, 2005, wage schedules shall be increased by 1.25% on the Maximum Rates and by 1.25% on the Minimum Rates in effect on May 7, 2005.

The progression step increases in the wage schedules between the zero (0) month step and the (60) month step will be computed on an exponential basis. The progression steps beyond the sixty (60) month step will be increased based on the wage rate in effect November 8, 2003, at each respective step plus 1.5% for the initial wage increase, 1.5% for the second wage increase, 1.5% for the third wage increase and 1.25% for the fourth wage increase.

## **Article 39 – Information Services**

### **4. Wages (in lieu of Article 15)**

The titles and hourly standard wage rates for all employees subject to this Agreement or who enter the bargaining unit covered by this Agreement are listed below.

Effective November 9, 2003, employees below will be paid at the appropriate wage step based on the schedule below according to their net credited service (NCS), and progress to the next wage step when their NCS dictates.

#### **Information Services Agent (Pension Band 101)**

##### **GENERAL WAGE INCREASE EFFECTIVE DATE**

	11-9-03 (1.5%)	5-9-04 (1.5%)	11-7-04 (1.5%)	5-8-05 (1.25%)
Start	7.63	7.74	7.86	7.96
12M	8.09	8.21	8.33	8.43
24M	9.08	9.22	9.36	9.48

#### **Information Services Clerk (Pension Band 101)**

##### **GENERAL WAGE INCREASE EFFECTIVE DATE**

	11-9-03 (1.5%)	5-9-04 (1.5%)	11-7-04 (1.5%)	5-8-05 (1.25%)
Hourly Wage Rate	12.28	12.46	12.65	12.81

#### **Relay Associate (Pension Band 101)**

##### **GENERAL WAGE INCREASE EFFECTIVE DATE**

	11-9-03 (1.5%)	5-9-04 (1.5%)	11-7-04 (1.5%)	5-8-05 (1.25%)
Start	8.63	8.76	8.89	9.00
6M	9.79	9.94	10.09	10.22

## **CNSC Agreement**

### **Article I – Titles and Wages**

#### **4. General Wage Schedule Increase**

The increases in the wage schedules set forth below shall be computed on an exponential basis. Hourly Wage Schedules shall be rounded to the nearest penny. Weekly wage schedules shall be rounded to the nearest dollar.

##### **(e) Initial Wage Increase**

Wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on November 8, 2003. The initial general wage increase shall be effective on Sunday, November 9, 2003.

##### **(f) Second Wage Increase**

Effective May 9, 2004, wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on May 8, 2004.

##### **(g) Third Wage Increase**

Effective November 7, 2004 wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on November 6, 2004.

##### **(h) Fourth Wage Increase**

Effective May 8, 2005, wage schedules shall be increased by 1.25% on the Maximum Rates and by 1.25% on the Minimum Rates in effect on May 7, 2005.

The progression step increases in the wage schedules between the zero (0) month step and the (60) month step will be computed on an exponential basis. The progression steps beyond the sixty (60) month step will be increased based on the wage rate in effect November 8, 2003, at each respective step plus 1.5% for the initial wage increase, 1.5% for the second wage increase, 1.5% for the third wage increase and 1.25% for the fourth wage increase.

## **AT&T Local Network Services – Mesa, Arizona**

### **Article I - Titles and Wages**

#### **3. Wage Increase**

Hourly wages shall be rounded to the nearest penny. Weekly wages shall be rounded to the nearest dollar.

##### **(a) First Wage Increase**

Effective on the Sunday after March 1, 2004 the employee's Standard Rate will be increased by 3.0% but not to exceed the maximum wage rate for that title.

##### **(b) Second Wage Increase**

Effective on the Sunday after March 1, 2005 the employee's Standard Rate will be increased by 2.75% but not to exceed the maximum wage rate for that title.

### **Appendix 1 – Wage Chart**

Effective March 1, 2004

Table	Title	Minimum	Maximum
A	Business Services Mail Clerk	\$392	\$507
B	Business Services Secretary	\$471	\$608
C	Business Services Assistant	\$564	\$728
	Production Agent		
D	Business Services Associate	\$675	\$877
	Production Agent		

Effective March 1, 2005

A	Business Services Mail Clerk	\$403	\$521
B	Business Services Secretary	\$484	\$625
C	Business Services Assistant	\$580	\$748
	Production Agent		
D	Business Services Associate	\$694	\$901
	Production Agent		

**(1) Application of One-Time Special Payment – Mesa, AZ**

1. Employees who are in the unit at the date of ratification of the Agreement and who, on March 1, 2004 reach or are at the maximum standard rate for their title will be offered a Special Payment in the first special pay period after March 1, 2004 but no later than thirty days after March 1, 2004. This payment will amount to the difference between the amount of the employee's March 2004 annual base wage increase and five hundred (\$500.00) Dollars.
2. Employees who are in the unit at the date of ratification of the Agreement and who, on March 1, 2005 reach or are at the maximum standard rate for their title will be offered a Special Payment in the first special pay period after March 1, 2005 but no later than thirty days after March 1, 2005. This payment will amount to the difference between the amount of the employee's March 2005 annual base wage increase and five hundred (\$500.00) Dollars.
3. The Special Payment shall be subject to LTSSP Allotment deduction.
4. The Special Payment shall be subject to the Stock Purchase Plan Allotment deduction.
5. The Special Payment shall be subject to federal, state and local tax and FICA withholding.
6. Where appropriate, the Special Payment will be used in determining deductions for union dues.
7. The Special Payment will not be part of the employee's Standard Rate of Pay or basic wages for any other purpose nor shall it enter into the Standard Overtime Adjustment formula nor into the computation of any payments made under any pension or benefits plan, fringe benefit, allowance or differential.



## **AT&T Local Network Services – Independence, OH**

### **Article I - Titles and Wages**

#### **3. Wage Increase**

Hourly wages shall be rounded to the nearest penny. Weekly wages shall be rounded to the nearest dollar.

##### **(c) First Wage Increase**

Effective on the Sunday after March 1, 2004 the employee's Standard Rate will be increased by (3.0%) but not to exceed the maximum wage rate for that title.

##### **(d) Second Wage Increase**

Effective on the Sunday after March 1, 2005 the employee's Standard Rate will be increased by (2.75%) but not to exceed the maximum wage rate for that title.

### **Appendix 1 – Wage Chart**

Effective March 1, 2004

Table	Title	Minimum	Maximum
A	Local Network Services Computer Aided Design Operator	\$564	\$728
B	Local Network Services Field Operations Coordinator	\$564	\$728
C	Local Network Services Network Specialist	\$675	\$1018

Effective March 1, 2005

A	Local Network Services Computer Aided Design Operator	\$580	\$748
B	Local Network Services Field Operations Coordinator	\$580	\$748
C	Local Network Services Network Specialist	\$694	\$1046

#### **(4) Application of Special Payment – Independence, OH**

1. Employees who are in the unit at the date of ratification of the Agreement and who, on March 1, 2004 reach or are at the maximum standard rate for their title will be offered a Special Payment in the first special pay period after March 1, 2004 but no later than thirty days after March 1, 2004. This payment will amount to the difference between the amount of the employee's March 2004 annual base wage increase and five hundred (\$500.00) Dollars.
2. Employees who are in the unit at the date of ratification of the Agreement and who, on March 1, 2005 reach or are at the maximum standard rate for their title will be offered a Special Payment in the first special pay period after March 1, 2005 but no later than thirty days after March 1, 2005. This payment will amount to the difference between the amount of the employee's March 2005 annual base wage increase and five hundred (\$500.00) Dollars.
3. The Special Payment shall be subject to LTSSP Allotment deduction.
4. The Special Payment shall be subject to the Stock Purchase Plan Allotment deduction.
5. The Special Payment shall be subject to federal, state and local tax and FICA withholding.
6. Where appropriate, the Special Payment will be used in determining deductions for union dues.
7. The Special Payment will not be part of the employee's Standard Rate of Pay or basic wages for any other purpose nor shall it enter into the Standard Overtime Adjustment formula nor into the computation of any payments made under any pension or benefits plan, fringe benefit, allowance or differential.

## **AT&T Local Services – Maryland Heights, Missouri**

### **Article I - Titles and Wages**

#### **3. Wage Increase**

Hourly wages shall be rounded to the nearest penny. Weekly wages shall be rounded to the nearest dollar.

##### **(e) First Wage Increase**

Effective on the Sunday after March 1, 2004 the employee's Standard Rate will be increased by (3.0%) but not to exceed the maximum wage rate for that title.

##### **(f) Second Wage Increase**

Effective on the Sunday after March 1, 2005 the employee's Standard Rate will be increased by (2.75%) but not to exceed the maximum wage rate for that title.

### **Appendix 1 – Wage Chart**

Effective March 1, 2004

Table	Title	Minimum	Maximum
A	Computer Aided Designer Local Network Services	\$564	\$728
B	Warehouse and Inventory Coordinator Local Network Services	\$564	\$728
C	Service Delivery Technician Local Network Services	\$675	\$1018
D	Accounting Secretary	\$471	\$608

Effective March 1, 2005

Table	Title	Minimum	Maximum
A	Computer Aided Designer Local Network Services	\$580	\$748
B	Warehouse and Inventory Coordinator Local Network Services	\$580	\$748
C	Service Delivery Technician Local Network Services	\$694	\$1046
D	Accounting Secretary	\$484	\$625

#### **(4) Application of Special Payment – Maryland Heights, MO**

1. Employees who are in the unit at the date of ratification of the Agreement and who, on March 1, 2004 reach or are at the maximum standard rate for their title will be offered a Special Payment in the first special pay period after March 1, 2004 but no later than thirty days after March 1, 2004. This payment will amount to the difference between the amount of the employee's March 2004 annual base wage increase and five hundred (\$500.00) Dollars.
2. Employees who are in the unit at the date of ratification of the Agreement and who, on March 1, 2005 reach or are at the maximum standard rate for their title will be offered a Special Payment in the first special pay period after March 1, 2005 but no later than thirty days after March 1, 2005. This payment will amount to the difference between the amount of the employee's March 2005 annual base wage increase and five hundred (\$500.00) Dollars.
3. The Special Payment shall be subject to LTSSP Allotment deduction.
4. The Special Payment shall be subject to the Stock Purchase Plan Allotment deduction.
5. The Special Payment shall be subject to federal, state and local tax and FICA withholding.
6. Where appropriate, the Special Payment will be used in determining deductions for union dues.
7. The Special Payment will not be part of the employee's Standard Rate of Pay or basic wages for any other purpose nor shall it enter into the Standard Overtime Adjustment formula nor into the computation of any payments made under any pension or benefits plan, fringe benefit, allowance or differential.

## **ATTACHMENT B**

### **IBEW Agreement**

#### **Article G17 – Titles and Wages**

##### **4. General Wage Schedule Increase**

The increases in the wage schedules set forth below shall be computed on an exponential basis. Hourly Wage Schedules shall be rounded to the nearest penny. Weekly wage schedules shall be rounded to the nearest dollar.

##### **(i) Initial Wage Increase**

Wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on November 8, 2003. The initial general wage increase shall be effective on Sunday, November 9, 2003.

##### **(j) Second Wage Increase**

Effective May 9, 2004, wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on May 8, 2004.

##### **(k) Third Wage Increase**

Effective November 7, 2004, wage schedules shall be increased by 1.5% on the Maximum Rates and by 1.5% on the Minimum Rates in effect on November 6, 2004.

##### **(l) Fourth Wage Increase**

Effective May 8, 2005, wage schedules shall be increased by 1.25% on the Maximum Rates and by 1.25% on the Minimum Rates in effect on May 7, 2005.

The progression step increases in the wage schedules between the zero (0) month step and the (60) month step will be computed on an exponential basis. The progression steps beyond the sixty (60) month step will be increased based on the wage rate in effect November 8, 2003 at each respective step plus 1.5% for the initial wage increase, 1.5% for the second wage increase, 1.5% for the third wage increase and 1.25% for the fourth wage increase.

An employee's increase in Standard Rate shall be based on the Wage Progression Step to which assigned on the effective date of the aforementioned wage increase.

## Article R09 – Wages and Creation of New Titles

- 1 The titles and hourly standard wage rates for all employees subject to this Agreement or who entered the bargaining unit covered by this Agreement are listed below:

Relay Operator	0-6 months	6 Months
November 9, 2003 - (1.5%)	9.64	10.15
May 9, 2004 – (1.5%)	9.78	10.30
November 7, 2004 - (1.5%)	9.93	10.45
May 8, 2005 – (1.25%)	10.05	10.58

### Relay Operator Spanish, Relay Administrative Associate, Relay Clerk

November 9, 2003- (1.5%)	11.25	11.85
May 9, 2004 – (1.5%)	11.42	12.03
November 7, 2004 - (1.5%)	11.59	12.21
May 8, 2005 – (1.25%)	11.73	12.36

# AGREEMENT

12#5701

9.50 cc5

BY AND BETWEEN CERTAIN  
BUSINESS OPERATING UNITS  
AND DIVISIONS OF

AT&T CORP.

and

193 00 + 14 00  
(MOA) =

SYSTEM COUNCIL T-3

207 00

ON BEHALF OF LOCALS

21, 134, 827, 1269, 1944, 2213,  
2222, 2313, 2320, 2321, 2322,  
2323, 2324, 2325, 2326, and 2327

of the

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS  
(IBEW)

May 12, 2002 - 11/8/03



# Calendar for year 2002

<div>January 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr><tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr><tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr><tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		<div>February 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr><tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr><tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr><tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr><tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28			<div>March 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr><tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr><tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr><tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr><tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
			1	2	3	4																																																																																																																																	
5	6	7	8	9	10	11																																																																																																																																	
12	13	14	15	16	17	18																																																																																																																																	
19	20	21	22	23	24	25																																																																																																																																	
26	27	28	29	30	31																																																																																																																																		
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
					1	2																																																																																																																																	
3	4	5	6	7	8	9																																																																																																																																	
10	11	12	13	14	15	16																																																																																																																																	
17	18	19	20	21	22	23																																																																																																																																	
24	25	26	27	28																																																																																																																																			
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
					1	2																																																																																																																																	
3	4	5	6	7	8	9																																																																																																																																	
10	11	12	13	14	15	16																																																																																																																																	
17	18	19	20	21	22	23																																																																																																																																	
24	25	26	27	28	29	30																																																																																																																																	
31																																																																																																																																							
<div>April 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr><tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr><tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr><tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr><tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					<div>May 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr><tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr><tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr><tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr><tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	<div>June 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr><tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr><tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr><tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr><tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr><tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
	1	2	3	4	5	6																																																																																																																																	
7	8	9	10	11	12	13																																																																																																																																	
14	15	16	17	18	19	20																																																																																																																																	
21	22	23	24	25	26	27																																																																																																																																	
28	29	30																																																																																																																																					
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
				1	2	3																																																																																																																																	
4	5	6	7	8	9	10																																																																																																																																	
11	12	13	14	15	16	17																																																																																																																																	
18	19	20	21	22	23	24																																																																																																																																	
25	26	27	28	29	30	31																																																																																																																																	
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
						1																																																																																																																																	
2	3	4	5	6	7	8																																																																																																																																	
9	10	11	12	13	14	15																																																																																																																																	
16	17	18	19	20	21	22																																																																																																																																	
23	24	25	26	27	28	29																																																																																																																																	
30																																																																																																																																							
<div>July 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr><tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr><tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr><tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr><tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				<div>August 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr><tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr><tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr><tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr><tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr><tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<div>September 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr><tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr><tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr><tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr><tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
	1	2	3	4	5	6																																																																																																																																	
7	8	9	10	11	12	13																																																																																																																																	
14	15	16	17	18	19	20																																																																																																																																	
21	22	23	24	25	26	27																																																																																																																																	
28	29	30	31																																																																																																																																				
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
					1	2																																																																																																																																	
3	4	5	6	7	8	9																																																																																																																																	
10	11	12	13	14	15	16																																																																																																																																	
17	18	19	20	21	22	23																																																																																																																																	
24	25	26	27	28	29	30																																																																																																																																	
31																																																																																																																																							
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
1	2	3	4	5	6	7																																																																																																																																	
8	9	10	11	12	13	14																																																																																																																																	
15	16	17	18	19	20	21																																																																																																																																	
22	23	24	25	26	27	28																																																																																																																																	
29	30																																																																																																																																						
<div>October 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr><tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr><tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			<div>November 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr><tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr><tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr><tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr><tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	<div>December 2002</div> <table><tr><td>Su</td><td>Mo</td><td>Tu</td><td>We</td><td>Th</td><td>Fr</td><td>Sa</td></tr><tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr><tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr><tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr><tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr><tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr></table>	Su	Mo	Tu	We	Th	Fr	Sa	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31											
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
		1	2	3	4	5																																																																																																																																	
6	7	8	9	10	11	12																																																																																																																																	
13	14	15	16	17	18	19																																																																																																																																	
20	21	22	23	24	25	26																																																																																																																																	
27	28	29	30	31																																																																																																																																			
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
					1	2																																																																																																																																	
3	4	5	6	7	8	9																																																																																																																																	
10	11	12	13	14	15	16																																																																																																																																	
17	18	19	20	21	22	23																																																																																																																																	
24	25	26	27	28	29	30																																																																																																																																	
Su	Mo	Tu	We	Th	Fr	Sa																																																																																																																																	
1	2	3	4	5	6	7																																																																																																																																	
8	9	10	11	12	13	14																																																																																																																																	
15	16	17	18	19	20	21																																																																																																																																	
22	23	24	25	26	27	28																																																																																																																																	
29	30	31																																																																																																																																					



## Table Of Contents

THE 2002 AGREEMENT .....	1
<b>SETTLEMENT MEMORANDUM PROVISIONS</b>	
AMENDED 1998 PROVISIONS .....	1
ELIMINATED 1998 PROVISIONS (LIST) .....	1
ARCHIVED 1998 PROVISIONS (LIST) .....	2
REPLACED 1998 PROVISIONS (LIST) .....	2
NEW 2002 PROVISIONS (LIST) .....	3
<b>REPLACED 1998 SETTLEMENT MEMORANDUM PROVISIONS</b>	
<b>ARTICLES</b>	
ARTICLE G8 - ARBITRATION AND MEDIATION .....	5
ARTICLE G11 - NEW JOB TITLES, CLASSIFICATIONS AND WAGE RATES .....	11
ARTICLE G16 - ABSENCE .....	12
ARTICLE G17 - TITLES AND WAGES .....	14
ARTICLE G19 - EXCUSED WORK DAYS .....	17
ARTICLE G20 - FORCE ADJUSTMENT .....	19
ARTICLE G24 - TRANSFERS, TRAVEL ALLOWANCES, AND MOVING EXPENSES .....	23
ARTICLE OS1 - TITLES .....	29
ARTICLE OS2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK .....	29
ARTICLE OS3 - DIFFERENTIALS AND OTHER PAYMENTS .....	32
ARTICLE OS4 - OVERTIME .....	34
ARTICLE OS5 - HOLIDAYS .....	36
ARTICLE TRA1 - TITLES .....	39
ARTICLE TRA2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK .....	39
ARTICLE TRA3 - OVERTIME AND OTHER PAYMENTS .....	42
ARTICLE TRA4 - HOLIDAYS .....	45
ARTICLE TRA5 - GRIEVANCE PROCEDURE .....	47
ARTICLE TRA6 - PAY FOR PERFORMANCE .....	51
ARTICLE CTT1 - TITLES .....	53
ARTICLE CTT2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK .....	53
ARTICLE CTT3 - DIFFERENTIALS AND OTHER PAYMENTS .....	55
ARTICLE CS1 - TITLES .....	61
ARTICLE CS2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK .....	62
ARTICLE CS3 - DIFFERENTIALS AND OTHER PAYMENTS .....	64
ARTICLE CS4 - MOTOR VEHICLE USAGE PROGRAM (Group A titles only) .....	66
ARTICLE CS5 - LOCAL UNION 134 .....	67
<b>APPENDICES</b>	
APPENDIX 1 - AT&T BUSINESS OPERATING UNITS AND DIVISIONS .....	75
APPENDIX 3 - RECOGNITION .....	76
APPENDIX 4 - WAGE TABLES .....	85

# Table Of Contents

## OTHER AGREEMENTS

(D)	SIGNING BONUS .....	121
(E)	AT&T PERFORMANCE AWARD FOR OCCUPATIONAL EMPLOYEES .....	122
(H)	PENSION PLAN BENEFITS .....	126
(R)	RETIRED EMPLOYEE MEDICAL AND DENTAL BENEFITS .....	131
(Z)	AT&T TRANSFER AND REHIRE SYSTEM (ATS/ARS) .....	135
(AA)	LEVEL EQUALIZATION GROUPS (LEGS) MATRIX BY TITLE .....	147
(BB)	ADMINISTRATIVE AND OTHER IMPROVEMENTS TO ATS .....	155
(QQ)	PAYMENT OF SIGNING BONUS AND APA TO EMPLOYEES ON UNION LEAVE OF ABSENCE .....	157
(RR)	COPE PAC DEDUCTIONS - IBEW .....	158
(SS)	MEMORANDUM OF UNDERSTANDING REGARDING NEUTRALITY AND CONSENT ELECTION .....	160
(k)	PENNSYLVANIA LENGTH OF SERVICE .....	168
(w)	ELECTRONIC MONITORING .....	168
(hh)	GENERAL FOREMAN - LOCAL 134, LETTER OF UNDERSTANDING .....	169

## NEW 2002 PROVISIONS

(A1)	CONSTRUCTIVE RELATIONSHIP COUNCIL .....	171
(B1)	SUBCONTRACTING COMMITTEE .....	172
(C1)	STANDING JOINT SUBCOMMITTEE ON TESTING .....	173
(D1)	AT&T RESOURCE CENTERS (ARC) .....	174
(E1)	CARD CHECK .....	175
(F1)	ATS TRIAL: AT-RISK CANDIDATES DECLINING ATS JOB OFFERS .....	176
(G1)	ATS/ARS COORDINATOR .....	177
(H1)	MILEAGE REIMBURSEMENT (PERSONAL VEHICLE) .....	178
(a1)	ELIMINATION OF ARTICLES/LETTERS .....	179
(b1)	LETTER OF UNDERSTANDING .....	179
(c1)	NEW CASTLE, PENNSYLVANIA (WAYNE REHIRES) .....	180
(d1)	RELAY SIXTH DAY AGREEMENT .....	180
(e1)	FLEXIBLE EXCUSED WORK DAYS—EMPLOYEES COVERED BY ARTICLES TRA1, R1, OS1 .....	180
(f1)	FORCE ADJUSTMENT - IBEW LOCAL 1269 .....	181
(g1)	ELIMINATION OF ARTICLES/LETTERS .....	181
(h1)	CUSTOMER ENGINEER NEGOTIATIONS .....	182

EFFECTIVE DATES .....	183
-----------------------	-----

PARTIES' DEMANDS .....	183
------------------------	-----

DURATION .....	183
----------------	-----

SIGNATURES .....	184
------------------	-----

INDEX .....	185
-------------	-----

## THE 2002 AGREEMENT

This Agreement is made and entered into effective the 12th day of May, 2002, by and between AT&T Corp. ("AT&T") on behalf of those Business Operating Units and Divisions set forth in Appendix 1 (hereinafter collectively referred to as the "COMPANY") and the System Council T-3 on behalf of locals 21, 134, 827, 1269, 1944, 2213, 2222, 2313, 2320, 2321, 2322, 2323, 2324, 2325, 2326, and 2327 of the International Brotherhood Of Electrical Workers (hereinafter referred to as the "UNION").

- 1 Except as modified herein, all provisions of the 1998 Settlement Memorandum by and between the Company and the Union are incorporated herein and made a part hereof.
- 2 Except as specifically provided herein those provisions of the 1998 Settlement Memorandum which are continued in effect for the term of the 1998 Settlement Memorandum shall be deemed to be effective or continued for the term of the 2002 Agreement.

### 3 Amended 1998 Settlement Memorandum Provisions

The following are amended provisions of the 1998 Settlement Memorandum:

(a) Other Agreements (HH) Work and Family Programs

Amend Family Care Development Fund to provide a total funding of \$2.5 million over the life of the 2002 Agreement.

(b) Other Agreements (JJ) Workforce 21 Education and Training Commitments

Amend paragraph 3 to include academic year 2003-2004.

### 4 Eliminated 1998 Settlement Memorandum Provisions

The following provisions of the 1998 Settlement Memorandum are eliminated in their entirety:

Article G21

Articles A1-A3,

Articles S1-S3

Other Agreements (A) WORKPLACE OF THE FUTURE

Other Agreements (C) CWA/IBEW PARTICIPATION AT AT&T

Other Agreements (F) EARLY SETTLEMENT AWARD

Other Agreements (G) TITLE/LEVEL/ZONE COMMITTEE

Other Agreements (PP) EMPLOYEE SERVICES – PAYROLL

STREAMLINING JOINT COMMITTEE

Letters of Agreement (z)

Letters of Agreement (bb)

Letters of Agreement (ee)

Letters of Agreement (ff)

Letters of Agreement (gg)

## **5 Archived 1998 Settlement Memorandum Provisions**

Articles IS1 - IS11  
Articles T1-T4 and T6  
Articles M1 - M4  
Articles MDC1 - MDC18  
Letters of Agreement (ii)  
Letters of Agreement (jj)

## **6 Replaced 1998 Settlement Memorandum Provisions**

- (a) This 2002 Agreement does not extend nor continue the application of the 1998 NCE or any other neutrality-related agreement to AT&T, AT&T Broadband, LLC, MediaOne Group Inc., their subsidiaries, or any successors, purchasers or transferees of any of them beginning May 12, 2002. This new 2002 Agreement contains a new NCE provision applicable only to AT&T Business Operating Units and Divisions specified in Attachment 1 to Letter (SS).
- (b) The following provisions of the 1998 Settlement Memorandum are hereby replaced in their entirety with the language set forth below:

### **Articles**

---

Article G8	- Arbitration And Mediation
Article G11	- New Job Titles, Classifications And Wage Rates
Article G16	- Absence
Article G17	- Titles And Wages - (Excluding Employees Covered In IS1)
Article G19	- Excused Work Days
Article G20	- Force Adjustment
Article G24	- Transfers, Travel Allowances, And Moving Expenses
Article OS1	- Titles
Article OS2	- Weekly Work Schedules And Hours Of Work
Article OS3	- Differentials And Other Payments
Article OS4	- Overtime
Article OS5	- Holidays
Article TRA1	- Titles
Article TRA2	- Weekly Work Schedules And Hours Of Work
Article TRA3	- Overtime And Other Payments
Article TRA4	- Holidays
Article TRA5	- Grievance Procedure
Article TRA6	- Pay For Performance
Article CTT1	- Titles
Article CTT2	- Weekly Work Schedules And Hours Of Work
Article CTT3	- Differentials And Other Payments
Article CS1	- Titles
Article CS2	- Weekly Work Schedules And Hours Of Work
Article CS3	- Differentials And Other Payments
Article CS4	- Motor Vehicle Usage Program (Group A Titles Only)
Article CS5	- Local Union 134

## **Appendices**

Appendix 1 - AT&T Business Operating Units And Divisions

Appendix 3 - Recognition

Appendix 4 – Wage Schedules

## **Other Agreements**

- (D) SIGNING BONUS
- (E) AT&T PERFORMANCE AWARD FOR OCCUPATIONAL EMPLOYEES
- (H) PENSION PLAN BENEFITS
- (R) RETIRED EMPLOYEE MEDICAL AND DENTAL BENEFITS
- (Z) AT&T TRANSFER SYSTEM (ATS)
- (AA) LEVEL EQUALIZATION GROUPS (LEGS) MATRIX BY TITLE
- (BB) ADMINISTRATIVE AND OTHER IMPROVEMENTS TO ATS/ARS
- (QQ) PAYMENT OF SIGNING BONUS AND APA TO EMPLOYEES ON UNION LEAVE OF ABSENCE
- (RR) COPE PAC DEDUCTIONS - IBEW
- (SS) MEMORANDUM OF UNDERSTANDING REGARDING NEUTRALITY AND CONSENT ELECTION
- (k) Pennsylvania Length Of Service
- (w) Electronic Monitoring
- (hh) General Foreman - Local 134

## **7 New 2002 Provisions**

The following new provisions set forth below are included in the 2002 Agreement:

- (A1) CONSTRUCTIVE RELATIONSHIP COUNCIL
- (B1) SUBCONTRACTING COMMITTEE
- (C1) STANDING JOINT SUBCOMMITTEE ON TESTING
- (D1) AT&T RESOURCE CENTERS
- (E1) CARD CHECK
- (F1) ATS TRIAL: AT-RISK CANDIDATES DECLINING ATS JOB OFFERS
- (G1) ATS/ARS COORDINATOR
- (H1) MILEAGE REIMBURSEMENT (PERSONAL VEHICLE)
- (a1) Elimination of Articles/Letters
- (b1) Letter of Understanding
- (c1) New Castle, Pennsylvania (Wayne Rehires)
- (d1) Relay Operations Sixth Day Agreement
- (e1) Flexible Excused Work Days - Employees covered by Articles TRA1,R1,OS1
- (f1) Force Adjustment - IBEW Local 1269
- (g1) Elimination of Articles/Letters
- (h1) Customer Engineer Negotiations

This Page Left Intentionally Blank

---

**ARTICLE G8 - ARBITRATION AND MEDIATION****1 General**

If, at any time, a controversy arises between the Company and the Union regarding the true intent and meaning of any provision of this Agreement or regarding a claim that either party hereto has not fulfilled its obligations and commitments hereunder, the Grievance Procedures set forth in Article G7 (Grievance Procedure) shall be employed in an effort to settle the dispute. If the Grievance Procedures do not result in a settlement of the dispute, either party may institute proceedings pursuant to this Article to resolve the dispute in question. Except where this Agreement expressly provides otherwise, the right to require arbitration does not extend to any matter other than those expressly set forth in this Article.

**2 Election to Arbitrate**

- (a) Within ninety (90) calendar days after completion of the grievance procedure set forth above, either party may elect to submit a grievance, which is otherwise subject to arbitration under the provisions of this Agreement, to arbitration for final decision in accordance with the procedures herein set forth. Such election shall be by written notice to the Labor Relations, Vice President setting forth in detail the issue(s) involved, the facts giving rise to the issue(s), its contentions, and the remedy sought. The arbitration will be heard before a single impartial arbitrator.
- (b) For purposes of calculating the above ninety (90) calendar day time period, the grievance procedure shall be deemed completed as of the date of the Company's written decision at Step 3.
- (c) If within one hundred eighty (180) calendar days of the date the Company sends the accurate arbitration panel assignment to the Union, no arbitrator has been selected, then absent a mutual extension of time agreement signed by the Union and the Company, such grievance and the election to arbitrate will be considered closed and the grievance shall not be arbitrable. Prior to closing the arbitration case, the Company will provide the Union with a written notice of our intent to close the case approximately 30 days in advance.

**3 Selection of an Arbitrator**

- (a) Any matter submitted to arbitration shall be heard and determined by a single impartial arbitrator. The single impartial arbitrator shall be selected from panels of arbitrators arranged from master lists of thirty (30) arbitrators mutually agreed to between the parties. Once an election to arbitrate is made, an arbitration panel will be assigned

- (b) The parties shall agree to one (1) master list, comprised of thirty (30) arbitrators for each of the following geographic groups. Geographic group "A" shall consist of the states of Connecticut, New York, New Jersey, New Hampshire, Maine, Vermont, Massachusetts, Pennsylvania, and Rhode Island. Geographic group "B" shall consist of the states of Illinois, Indiana, and Michigan. Geographic group "C" shall consist of the states of California, Montana, Nevada, Oregon and Washington.
- (c) After each master list has been agreed upon, the thirty (30) arbitrators' names shall be arranged, by random computerized selection, into 300 separate panels of seven (7) arbitrators each. Each seven-member panel will bear a unique three-digit number code.
- (d) Arbitrators may be removed from the master list(s) by written notice from either party to the other.
- (e) Replacement of an arbitrator removed from the master list(s), (either by death of the arbitrator or in accordance with Subparagraph 3(d) above), shall be by mutual agreement of the parties.
- (f) The compensation and expenses of the arbitrator and the general administrative expenses of the arbitration shall be borne equally by the Company and the Union. Each party shall be responsible for payment for time consumed by and the expenses of its representatives and witnesses.

#### **4 Conduct of Hearing and Decision of Arbitrator**

- (a) The hearing shall be held as soon as practicable following the selection of an arbitrator but in no event later than one hundred eighty (180) calendar days following such selection or designation. In the event the parties and the arbitrator are unable to agree upon a time for such hearing, the arbitrator shall designate the date for hearing within such time period. If the selected arbitrator is unable to meet this time requirement, another arbitrator who is available to hear the matter within such time period shall be selected by the same procedure as set forth above.
- (b) The arbitrator shall be confined to the issues submitted for decision, and shall not, as a part of any decision, impose upon the parties thereto any obligation to arbitrate on a subject which is not arbitrable pursuant to the terms of this Agreement as a subject for arbitration.



- (c) The arbitrator shall not have authority or jurisdiction (1) to add to, subtract from, modify, or disregard any provision of this agreement; (2) to establish or determine any new wage rate, job classification or job differential, which issues may be addressed solely pursuant to Article G11 (New Job Titles, Classifications and Wage Rates); or (3) to deal with any grievance unless it involves a specific instance of action or failure to act with respect to an employee or group of employees.
- (d) In disciplinary (including discharge) cases, the arbitrator shall have authority to mitigate or modify the discipline imposed. In no event, however, shall any retroactive pay treatment extend beyond sixty (60) calendar days prior to the date of filing of the appeal at Step 2 in the grievance procedure. Any retroactive pay accorded shall be limited to the amount of wages lost calculated at the weekly standard rate, reduced or offset by all interim earned income, unemployment compensation, termination pay or disability or pension benefits.
- (e) The arbitrator shall render a decision within thirty (30) calendar days after briefs are filed and the record in the case is closed, unless the parties thereto mutually agree to an extension of such time for a decision.
- (f) The decision of the arbitrator on any matter submitted and decided in accordance therewith shall be in writing and shall be final and binding on the parties thereto as to the particular case submitted subject to law.

**5 Expedited Arbitration**

- (a) In lieu of the procedures specified in Paragraphs 1 through 4 of this Article, any grievance involving the suspension of an individual employee, except those which also involve an issue of arbitrability, contract interpretation, or work stoppage (strike) activity and those which are also the subject of an administrative charge or court action shall be submitted to arbitration under the expedited arbitration procedure hereinafter provided within fifteen (15) calendar days after the filing of a request for arbitration. In all other grievances involving disciplinary action which are specifically subject to arbitration under Paragraphs 1 through 4 of this Article, both parties may, within fifteen (15) calendar days after the filing of the request for arbitration, elect to use the expedited arbitration procedure hereinafter provided. The election shall be in writing and, when signed by authorized representatives of the parties, shall be irrevocable. If no such election is made within the foregoing time period, the arbitration procedure in Paragraph 1 through 4 shall be followed.
- 
- (b) As soon as possible after this Agreement becomes final and binding, a panel of at least three (3) arbitrators shall be selected by the parties for each of the three (3) geographic areas defined in Paragraph 3(b). Each arbitrator shall serve until the termination of this Agreement unless the arbitrator's services are terminated earlier by written notice from either party to the other. The arbitrator shall be notified of such termination by a joint letter from the parties. The arbitrator's services shall conclude upon settlement of any grievance previously heard. A successor arbitrator shall be selected by the parties. Arbitrators shall be assigned cases in rotating order designated by the parties. If an arbitrator is not available for a hearing within ten (10) working days after receiving an assignment, the case will be passed to the next arbitrator. If no one can hear the case within ten (10) working days, the case will be assigned to the arbitrator who can hear the case on the earliest date.
- (c) The procedure for expedited arbitration shall be as follows:
- (1) The parties shall notify the arbitrator in writing on the day of agreement or date of arbitration demands in suspension cases to settle a grievance by expedited arbitration. The arbitrator shall notify the parties in writing of the hearing date.
  - (2) The parties may submit to the arbitrator prior to the hearing a written stipulation of all facts not in dispute.

- (3) The hearing shall be informal without formal rules of evidence and without a transcript. However, the arbitrator shall be satisfied that the evidence submitted is of a type on which the arbitrator can rely, that the hearing is in all respects a fair one, and that all facts necessary to a fair settlement and reasonably obtainable are brought before the arbitrator.
- (4) Within five (5) working days after the hearing, each party may submit a brief written summary of the issues raised at the hearing and arguments supporting its position. The arbitrator shall render the settlement within five (5) working days after receiving the briefs. The arbitrator shall provide the parties a brief written statement of the reasons supporting the settlement.
- (5) The arbitrator's settlement shall apply only to the instant grievance which shall be settled thereby. It shall not constitute a precedent for other cases or grievances and may not be cited or used as a precedent in other arbitration matters between the parties unless the settlement or modification thereof is adopted by the written concurrence of the representatives of each party at the last step of the grievance procedure.
- (6) The time limits in (1) and (4) of this section may be extended by agreement of the parties or at the arbitrator's request, in either case, only in emergency situations. Such extensions shall not circumvent the purpose of this procedure.
- (7) In any grievance arbitrated under the provisions of this paragraph, the Company shall under no circumstances be liable for back pay for more than six (6) months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company) after the date of the disciplinary action. Delays requested by the Union in which the Company concurs shall not be included in such additional time.
- (8) The arbitrator shall have no authority to add to, subtract from or modify any provisions of this Agreement.
- (9) The decision of the arbitrator will settle the grievance, and the Company and the Union agree to abide by such decision. The compensation and expenses of the arbitrator and the general expenses of the arbitration shall be borne by the Company and the Union in equal parts. Each party shall bear the expense of its representatives and witnesses.
- (10) The time limit for requesting arbitration under this provision shall be the same as in existing procedures.

**6 Mediation**

- (a) Upon mutual agreement between the Company's Labor Relations, Vice President or his or her designated representative and the Union's Business Manager or his or her designated representative, grievances appealed to arbitration may first be mediated, with the exception of those involving contract interpretation.
- (b) A sufficient number of Mediators will be jointly selected by the parties for each geographic group as described in 3(b).
- (c) Within fifteen (15) calendar days of the mutual agreement to mediate, the parties will schedule a Mediation Conference to be held at the earliest available date. Normally, the Mediation Conference will be held in the city in which the grievant is located and will be conducted in either a Company or Union facility.
- (d) The spokesperson for the Company will be the Labor Relations, Vice President or his or her designee. The spokesperson for the Union will be the Business Manager or his or her designated representative. An attorney will not be used by either party at the Mediation Conference.
- (e) In addition to the individuals identified in Paragraph 6 (d), above, the grievant, a Local Union designated representative, the grievant's supervisor and District level or above manager will normally attend the Mediation Conference. Attendance by others at the Mediation Conference shall be limited to those people actually involved in the Mediation Conference. Attendance by such others may be permitted only upon mutual consent of the parties.
- (f) All written material that is presented to the Mediator or to the other party shall be returned to the party presenting the material at the termination of the Mediation Conference. The Mediator may, however, retain one copy of the written grievance to be used solely for purposes of statistical analysis.
- (g) Proceedings before the Mediator shall be informal in nature. The issue mediated will be the same as the issue the parties have failed to resolve through the grievance process. The rules of evidence will not apply, and no record of the Mediation conference shall be made.
- (h) The Mediator may meet separately with the parties during the Mediation Conference, but will not have the authority to compel the resolution of a grievance.
- (i) The Company and Union spokesperson at the Mediation Conference may accept the resolution proposed by the Mediator and such settlement or any other settlement resulting from the conference shall not be precedent setting.

- (j) If no settlement is reached during the Mediation Conference, the Mediator shall provide the parties with an immediate oral advisory opinion, unless both parties agree that no opinion shall be provided. The Mediator shall state the basis for his or her advisory opinion.
- (k) If no settlement is reached as a result of the Mediation Conference, the grievance may be scheduled for arbitration in accordance with the Collective Bargaining Agreement.
- (l) In the event that a grievance which has been mediated subsequently is arbitrated, no person serving as a Mediator between these parties may serve as the arbitrator. Neither party may at the arbitration hearing refer to presentations made by the other party at the Mediation Conference, the fact that a Mediation Conference was held, or any statements made by the Mediator.
- (m) By agreeing to schedule a Mediation Conference, the Company does not acknowledge that the case is properly subject to arbitration and reserves the right to raise this issue notwithstanding its agreement to schedule such a conference.
- (n) The compensation and expenses of the Mediator and the general administrative expenses of the Mediation Conference shall be borne equally by the parties.

#### **ARTICLE G11 - NEW JOB TITLES, CLASSIFICATIONS AND WAGE RATES**

- 1 Whenever the Company determines it appropriate to create a new job title or job classification in the bargaining unit, or to restructure or redefine an existing one, it shall provide advance notice of that action to the Union. Such notice shall include the job title or classification, a job description of the duties for such job title or classification, and the initial Standard Rates and wage schedule for such job title or classification. The Company may proceed to staff such job title or classification after thirty (30) days from such notice.
- 2 Within thirty (30) days from receipt of such notice, the Union may initiate negotiations concerning the initial Standard rates or wage schedules which the Company has established for the new or restructured job title or classification.
- 3 If negotiations are not so initiated, the initial wage rates and schedules set by the Company shall remain in effect.
- 4 If agreement is reached between the parties within sixty (60) days following the Union's receipt of notice from the Company concerning the initial Standard Rates and wage schedules, the agreed-upon wage rates and schedules shall be implemented as of the date of such agreement.

- 5 If negotiations are initiated pursuant to Paragraph 2, above, and if the parties are unable to reach agreement on a schedule of Standard Rates for the new or restructured job title or classification within sixty (60) days following the Union's receipt of notice from the Company, the Union may, within thirty (30) days of the expiration of the sixty (60) days period for negotiations, demand that the issue of an appropriate schedule of Standard Rates for the new or restructured job title or classification be submitted for resolution to a neutral third party, to be selected by mutual agreement from among those who possess acknowledged expertise in the area of job evaluation. The parties may submit all evidence deemed relevant to the issue to the neutral third party. At the request of either party, a hearing shall be held to receive such evidence. Any such meeting or hearing shall be held within thirty (30) days after the matter is referred to the neutral third party, who shall render a written decision as to an appropriate schedule of Standard Rates for the new or restructured job title or classification within sixty (60) days of the date that the matter is first referred for resolution. In the event the neutral third party determines that a different schedule of rates is appropriate, the new schedule shall be placed in effect as of the date of the neutral third party's decision.
- 6 The procedures set forth herein shall also apply when the Company Creates a new job, re-evaluates a position or function held by an employee resulting in a reduction in the employee's Standard Rate or level. The Union will be given the opportunity to perform its own job evaluation or joint evaluation within thirty (30) days of notification as described in Paragraph 1.
- 7 The procedures set forth in Paragraph 5, above, shall be the exclusive means by which the Union may contest the schedule of Standard Rates which the Company sets for any new or restructured job title or classification or the decision of the Company in re-evaluating a function or position held by an employee resulting in a reduction in the employee's Standard Rate or level.

## ARTICLE G16 - ABSENCE

### 1 Absence In General

- (a) An employee who is to be absent for any reason other than personal illness shall promptly notify his or her supervisor, in advance, in order that proper consideration may be given by the Company to the employee's request. Absences with or without pay because of other reasons not outlined in this Article may be granted at the discretion of the Company.
- (b) When an employee is absent on a scheduled overtime tour, the employee shall not be paid.

## 2 **Personal Illness**

An employee who is to be absent due to personal illness shall promptly notify his or her supervisor before or as close to the start of their tour as is possible. Payment for scheduled daily tours in a normal work week not worked due to personal illness will be paid at the daily adjusted wage rate according to Paragraph 3(a) or 3(b), as appropriate.

## 3 **Personal Illness - Payment**

(a) All employees other than those covered by Paragraph 3(b) below irrespective of whether the illness absence is for the entire scheduled daily tour or for a part of it:

- (1) Less than one (1) year of service - No pay.
- (2) One (1) year of service but less than two (2) years - Pay after the second scheduled daily tour.
- (3) Two (2) years of service but less than five (5) years - Pay after the first scheduled daily tour.
- (4) Five (5) years of service and over - Pay from and including the first scheduled daily tour. No more than five (5) regularly scheduled tours will be paid for personal illness absence in any calendar week.

(b) All employees in the titles set forth in Article CS1-Group C and in the titles of Project Coordinator and Software Associate and who are employed in geographic areas represented by Local Union 21 irrespective of whether the illness absence is for the entire scheduled daily tour or for part of it:

- (1) Less than two (2) years of net credited service - Pay beginning with the third consecutive scheduled daily tour.
- (2) More than two (2) years of net credited service - Pay beginning with the first scheduled daily tour.

(c) Further, payments made pursuant to the provisions of this Paragraph 3 shall not be paid beyond the seventh consecutive calendar day of absence.

## 4 **Jury or Witness Duty**

An employee who is not a party to the action and who is absent in compliance with a Subpoena requiring the employee to appear in court as a witness or an employee who is absent in compliance with a Summons for jury duty, shall be excused with pay for the period during which the employee is absent on scheduled days because of such jury service or court appearance. When an employee is excused from jury or witness duty for part of a day or for an entire day, the employee shall notify his or her supervisor. The employee may be assigned to report to work when it is practicable to make such an assignment.

Employees working evening or night shifts may be rescheduled to day shifts during the period they are required to be absent because of jury duty, but no payments pursuant to the provisions of Article CS1-Group C Paragraph 2(b), Article CS1- Group A, Paragraph 2(b), CTT2 (Communications Technician-Toll), Paragraph 2(b), NSL2 (Network Systems-Labs), Paragraph 2(b), will be made as a result of rescheduling either the employee concerned or the employee's replacement.

**5. Death in the Family**

Employees may be excused with pay from scheduled work time in the event of a death in their immediate family. Such time shall be granted for the purpose of attending the funeral, traveling to and from the funeral, and/or coordinating funeral arrangements. Such time shall not normally exceed four (4) calendar days. Immediate family means parents, grandparents, spouse, children, grandchildren, spouse's grandparents, brothers or sisters, spouse's parents, sister-in-law, brother-in-law, or any relative or significant other residing in the same household of the employee.

**6. Military Leaves of Absence**

Employees will be granted military leaves of absence under provisions set forth in the appropriate Company practices.

## **ARTICLE G17 - TITLES AND WAGES**

**1. General Wage Information**

Standard rates for job titles in this Agreement are contained in the wage schedules found in Appendix 4 of this Agreement. Such wage schedules shall apply in individual geographic locations as indicated in Appendix 4 and are for a normal workweek and are exclusive of differentials and special city allowances. For the purposes of this Article, a "normal work week" consists of five (5) tours or their equivalent during a calendar week.

**2. Starting Rates**

When, in the judgment of the Company, business conditions or an employee's qualifications justify starting rates higher than the minimum, such higher rates commensurate with such conditions or qualifications shall be granted. In no case shall an employee be paid less than the starting rate on the wage schedule applicable to the employee's title. In those cases when the Company determines that it must hire employees above the minimum wage step, the Company will notify the Union of the locations involved, the reasons (qualifications or market conditions) for the need, the amount of wage credit to be given and the period of time that the wage credit will be given. The notification will take place before any employees are hired above the starting rates.



### **3 Effective Date of Progression Increase**

When an employee completes a period of service entitling the employee to a wage increase, such wage increase will be effective on the first day of the week in which such period of service is completed.

### **4 General Wage Schedule Increases**

The increases in the wage schedules set forth below shall be computed on an exponential basis. Hourly Wage Schedules shall be rounded to the nearest penny. Weekly Wage Schedules shall be rounded to the nearest dollar.

#### **(a) Initial Wage Increase**

Wage schedules shall be increased by 2.0% on the Maximum Rates and by 2.0% on the Minimum Rates in effect on May 11, 2002. The initial general wage increase shall be effective on Sunday, May 12, 2002.

#### **(b) Second Wage Increase**

Effective November 10, 2002, wage schedules shall be increased by 2.0% on the Maximum Rates and by 2.0% on the Minimum Rates in effect on November 9, 2002.

#### **(c) Third Wage Increase**

Effective May 11, 2003, wage schedules shall be increased by 2.0% on the Maximum Rates and by 2.0% on the Minimum Rates in effect on May 10, 2003.

The progression step increases in the wage schedules between the zero (0) month step and the sixty (60) month step will be computed on an exponential basis. The progression steps beyond the sixty (60) month step will be increased based on the wage rate in effect May 11, 2002, at each respective step plus 2.0% for the initial wage increase, 2.0% for the second wage increase, and 2.0% for the third wage increase.

An employee's increase in Standard Rate shall be based on the Wage Progression Step to which assigned on the effective date of the aforementioned wage increase.

### **5 Transfers**

When an employee is permanently transferred to another locality where a different wage schedule is applicable, the employee's standard rate shall be adjusted to conform to the schedule in the new locality. When an employee is temporarily transferred for one (1) continuous day or more to a locality with a higher wage schedule, the standard rate will be adjusted as of the date of transfer to conform to the wage schedule of the new locality. No adjustment shall be made for those employees temporarily transferred to a locality with a lower wage schedule.

**6 Reassignment to a Title in a Lower Wage Band in Same Locality**

When an employee is reassigned to a position in a lower wage band, such employee's standard rate shall not be reduced unless:

- (a) The employee's standard rate is then higher than the maximum indicated in the wage schedule applicable to the employee's new position, in which case the employee's standard rate shall be reduced to such maximum, except as indicated in Article G22 (Reassignment Pay Protection Plan).
- (b) The employee is reclassified to his or her former title following a temporary promotion, in which case the standard rate shall be changed to the standard rate the employee would have acquired had the employee remained in the lower title.
- (c) The reassignment is employee initiated, in which case the employee's new standard rate will be determined by placing the employee on the same step of the lower schedule as the employee occupied on the higher schedule.

---

**7 Promotions**

- (a) If an employee's attendance and job performance are satisfactory, the Company will consider many factors including but not limited to, seniority, technical skills and experience in determining an employee's qualification for promotion within the bargaining unit. If qualifications are substantially equal, the senior net credited service employee will be selected.
- (b) Each employee promoted from one occupational job to another occupational job with a higher maximum standard rate of pay shall have his or her standard rate of pay in the higher rated job determined by allowing the employee full wage experience credit, both in progression and at maximum, except that when an employee is promoted to an occupational job having a longer progression schedule than that of the occupational job from which the employee is promoted, an employee's wage experience credit shall not exceed one step down from maximum on the longer wage schedule. If the effect of applying the step down is to decrease the employee's standard rate, then the employee will be placed on the first step of the new schedule that results in a standard rate increase.

**ARTICLE G19 - EXCUSED WORK DAYS**

- 1 Each regular employee who has at least six (6) months of net credited service on January 1 of 2002 shall be eligible for four (4) Excused Work Days with pay, and one (1) Excused Work Day without pay during each of such years. Except for any Excused Work Day designated and scheduled pursuant to Paragraph 7, below, Excused Work Days may be granted to regular full-time employees on a half-tour basis, subject to the needs of the business.
- 2 Employees who do not work on their paid Excused Work Day shall be paid for the day as if for a normal or standard day worked provided they are on the active payroll of the Company on that Excused Work Day.
- 3 One (1) paid Excused Work Day in each calendar year may be designated by the Company for employees in an administrative work group (as designated by the Company) or in any larger group, including the entire Company. Employees in any such group for which an Excused Work Day is designated by the Company and who are not otherwise eligible for a paid Excused Work day shall be excused and paid for such designated day as set forth in the preceding Paragraph, provided they are on the active payroll of the Company on the designated Excused Work Day.
- 4 Employees who are on vacation or absent with pay on their Excused Work Day for reasons other than having observed it as an Excused Work Day shall have their paid Excused Work day rescheduled, if a vacation day would have been rescheduled under the same circumstances.
- 5 If employees agree to work on their paid Excused Work Day and the Company determines that the day cannot be rescheduled, they shall be paid as applicable in accordance with the following Subparagraphs:
  - (a) Employees who agree to work before the work schedule becomes fixed shall receive one (1) day's pay as set forth in Paragraph 2 in lieu of their Excused Work Day and shall, in addition, be paid in accordance with the provisions of this Agreement covering work on a scheduled day of work.
  - (b) Employees who agree to work after the work schedule becomes fixed shall receive one (1) day's pay as set forth in Paragraph 2 in lieu of their Excused Work Day and shall, in addition, be paid in accordance with the provision of this Agreement covering work on a non-scheduled day.
- 6 A part-time employee shall be paid for each Excused Work Day (as provided in Paragraph 1 above) an amount equal to one-fifth (1/5) of that employee's equivalent work week classification including any night work bonus to which the employee would have been eligible had they not been excused.

7 **Flexible Excused Work Day**

(EXCLUDING EMPLOYEES COVERED IN TRA1, OS1 & R1)

The Company and the Unions recognize that it may be in the best interest of employees to have the ability to take time off for brief intervals because of personal, immediate needs. Accordingly, effective for the term of the 2002 agreement, up to three (3) Excused Work Days (EWDs) may be used as follows:

- (a) An employee may designate and schedule, as applicable, three (3) EWDs to be used flexibly. This provision shall apply to an employee's unpaid EWD and/or his/her paid EWD(s) which are not designated by the Company.
- (b) Each flexible EWD may be divided into increments of two (2) hours for an increment, provided, however, that where the length of an employee's scheduled daily tour is not evenly divisible by two (2), the last increment of each EWD may be less than two (2) hours.
- (c) An increment may be taken at any time during the vacation schedule ~~period-up-to-and-including-the-actual-scheduled-Excused-Work-Day~~ provided:
  - (1) His/her supervisor is notified before the beginning of the tour, or
  - (2) In the case of emergent circumstances arising after reporting to work, the employee notifies his/her supervisor of the need for time off, and
  - (3) In either case, not more than twenty-five percent (25%) of the work group has already been granted time off. In the event more than twenty-five percent (25%) of the work group is scheduled off, then the time may be granted consistent with the needs of the business
- (d) The time may be taken based on the employee's personal need to take the time.
- (e) If there is unused time available on the day of the so-scheduled EWD, the employee must take the remaining time on the scheduled day even if that increment is less than two (2) hours.

## **ARTICLE G20 - FORCE ADJUSTMENT**

### **1 General**

- (a) When the Company finds that conditions make it necessary to layoff employees, the procedures set forth in this Article shall be followed.
- (b) Layoffs shall be accomplished from among employees in a title within an appropriate subsection of this Agreement (Operator Services, Telecommunications Relay Services, Telecommunications Relay Centers, Communications Technician-Toll, Computer Services and Network Systems-Labs,) within affected Reasonable Commuting Areas and/or Force Adjustment Areas.

### **2 Areas Defined**

- (a) A "Reasonable Commuting Area" (RCA) will include physical reference points (as defined in Article G24) within reasonable commuting distances. RCA's shall be defined by the Company's Director of Labor Relations (or his or her designee) and the Union's appropriate Business Manager(s) (or his or her designee).
- (b) RCAs once defined will not be redefined or reconfigured except upon mutual agreement in accordance with Article G2 (Collective Bargaining) Paragraph 2.
- (c) A "Force Adjustment Area" (FAA) will include all of the RCA's within the geographic boundaries of the FAA.

The FAA's are:

1. The six state region of New England (consisting of Maine, New Hampshire, Vermont, Rhode Island, Massachusetts and Connecticut);
2. The state of New York;
3. The state of Pennsylvania;
4. The state of New Jersey;
5. Cook County, Illinois (Local 134 Only);
6. The state of Illinois (excluding the FAA described in (c)(5), above) and Lake and Porter Counties, Indiana;
7. The states of Oregon and Washington;
8. Northern California and the state of Nevada; and \*
9. Southern California.\*

**\*Note: The boundary between Northern and Southern California is from the western most edge of the Monterey County/San Luis Obispo County lines, north/northeast to the east boundary of the Inyo County/Mono County line at the Nevada border.**

**3 Notice of Layoffs**

- (a) The Company will provide the Chairman of the System Council T3 and the appropriate Locals, not less than sixty (60) calendar days notice concerning its decision to layoff employees. The Company's notice will include the identification of the involved title(s) within an appropriate subsection of the Agreement in the RCA(s) affected by the conditions requiring layoffs (hereinafter the "identified RCA(s)").
- (b) Within two (2) weeks of notification to the Union, and following discussions with the Union, the least senior employees in the FAA in which the identified RCA(s) is located will be advised by the Company of the existence of the conditions requiring layoffs and the potential effect those conditions may have upon such employees.

**4 Layoff Procedures - RCA**

The following procedures will apply separately to each title within the identified RCA(s):

- (a) Temporary employees will be separated from the payroll before regular employees are laid off.
- (b) Term employees will be separated from the payroll in inverse order of seniority.
- (c) Employees who have been assigned to a management title (other than as a result of a temporary promotion) and whose most recent return to the bargaining unit from such a management title is within six (6) months of the declaration of conditions requiring a layoff in the identified RCA(s), shall be laid off prior to any other regular employee in the same title in the identified RCA(s).
- (d) If the above actions do not relieve the conditions requiring layoff, the Company will offer employees the opportunity to participate in the AT&T Option Program.

**5 Layoff Procedures - FAA**

If the foregoing procedures have not relieved the conditions requiring layoffs, the following procedures, applicable separately to each affected title, will be employed within the FAA in which the identified RCA(s) is located.

- (a) The Company will offer employees the opportunity to participate in the AT&T Option Program.

- (b) If the above does not relieve the conditions requiring layoff, the Company will seek volunteers from among employees in the affected title in the identified RCA(s) who are willing to accept voluntary transfers to vacancies created by those employees who elected to participate in the AT&T Option Program in Paragraph 5(a), above, and/or who are willing to accept voluntary transfers to claim the positions of the least senior employees in the same title(s) in the FAA, to the extent required to relieve the surplus and to minimize the need to effect the layoff of employees. If there are more volunteers than required to relieve the conditions requiring layoffs, volunteers will be accepted in descending order of seniority.
  - (c) If there are insufficient volunteers to relieve the conditions requiring layoffs, the remaining least senior employees in the identified RCA(s) shall be offered, in inverse order of seniority, the opportunity to fill vacancies created by those employees who elected to participate in the AT&T Option Program in Paragraph 5(a), above, or in order of seniority, the opportunity to claim the position of any of the least senior employees in the FAA.
  - (d) If, as a result of the foregoing procedures, any vacancy created by an employee's election to participate in the AT&T Option Program, pursuant to Paragraph 5(a), above, remains unfilled, employees in the FAA whose positions have been claimed may elect, in order of seniority, to fill any of the said vacancies.
- 6 Any at risk employee in the identified RCA(s) who is eligible to participate in any of the foregoing procedures who fails to avail himself of any option set forth above, will be laid off and will be eligible to a termination payment pursuant to Article G25 (Termination Payments).

## **7 Administration of Procedures**

- (a) Notwithstanding the provisions of Paragraphs 3, 4, 5 and 6, the Company may retain three percent (3%) of the employees in the title of Customer Engineer and the pooled titles of Customer Systems Engineer, Systems Technician, CSSO Technician (or equivalent journeyman titles set forth in Article CS5), in the identified RCA(s) despite lesser seniority when such employees possess special skills, training or expertise essential to the Company or necessary to protect customer service. No employee, however, may be so exempted from layoff more than twice during the term of this Agreement. If the calculation of the percent of protection results in a number other than a whole number, the next higher whole number shall be used.
- (b) The procedures set forth in Paragraphs 4 and 5, above, may be administered by the Company concurrently, and nothing herein shall be construed to require that the said procedures must be administered consecutively.

- (c) Notwithstanding the provisions of Paragraphs 4 and 5, above, nothing shall be construed as prohibiting the Company and the Union from modifying, by mutual agreement, the procedures for layoffs. Additionally, nothing in this Agreement shall prevent the Company and the Union from mutually agreeing to implement part-timing or reclassification of employees to avoid layoffs.

**8 Relocation Expense**

Employees who relocate their residences as a result of the application of the procedures set forth in Paragraph 5, above, may receive reimbursement for such expenses to the extent that they meet the criteria set forth in Article G24 (Transfers, Travel Allowances, and Moving Expenses), Paragraph 11.

**9 Recall from Layoff**

When the Company requires additions of regular employees to the work force in the affected job titles in a Reasonable Commuting Area within three (3) years of the last layoff therein, the Company shall proceed as follows before selecting employees under the provisions of the AT&T Transfer System relating to Career Movement requests and/or before hiring new employees:

- (a) Former regular employees (not including term employees) who held the affected job titles in the RCA, at time of layoff, shall be offered reemployment at their prior job title in inverse order in which such employees were laid off, provided:
  - (1) Their period of layoff has not exceeded three (3) years; and
  - (2) They are physically able to perform the duties of the work available.
- (b) Notice for rehiring shall be mailed by registered letter return receipt requested, to the last known address of the laid-off employee. The Union shall also be notified.
- (c) The Company will assume that failure on the part of any former employee to notify the Company within fifteen (15) calendar days concerning acceptance of an offer of reemployment or failure to report for duty within fifteen (15) calendar days from the date of the offer constitutes a rejection.
- (d) It shall be the responsibility of such former employees to notify the Company, at the employment office, of their desire for reemployment and to keep the Company currently informed of their correct addresses.



**ARTICLE G24 - TRANSFERS, TRAVEL ALLOWANCES, AND MOVING EXPENSES****1 Transfers, Assignments or Reassignments**

ES, The Company may transfer, assign or reassign, temporarily or permanently, employees from one job title to another, from one job assignment to another within the same job title, and/or from one physical reference point to another in accordance with the following:

- (a) The Company shall designate a physical reference point for each employee. A Physical Reference Point (PRP) is a location designated as the permanent reporting location for an employee or employees.

**2 Temporary Transfers Within RCA**

- (a) When the Company temporarily transfers, assigns or reassigns an employee within a Reasonable Commuting Area (RCA), the following procedures shall apply:

- (1) The Company will seek volunteers from among those employees who possess the necessary skills to perform the assignment. The transfer, assignment or reassignment will be made from among the volunteers in descending order of seniority. In the event there are no volunteers, the Company will transfer, assign or reassign the least senior employee from the physical reference point from which the transfer, assignment or reassignment is to be made.
- (2) Notwithstanding Paragraph 2(a)(1) above, employees in the titles set forth in CTT1 may be transferred, assigned or reassigned for a period not to exceed three (3) calendar days (excluding Saturdays and Sundays) during which time the Company will seek volunteers prior to making a transfer, assignment or reassignment pursuant to Paragraph 2(a)(1), above.

**3 Temporary Transfers Outside RCA**

- (a) When the Company temporarily transfers, assigns or reassigns an employee outside of an RCA, the following procedures shall apply:
  - (1) The Company will seek volunteers from among those employees who possess the necessary skills to perform the assignment. The transfer, assignment or reassignment will be made from among those volunteers in descending order of seniority. If there are no volunteers, the Company will transfer, assign or reassign the least senior employee from the physical reference point from which the assignment is to be made who possesses the necessary skills to perform the assignment.

- (2) Notwithstanding the provisions of Paragraph 3(a)(1), above, when on a case-by-case basis the Company and the Union agree that the anticipated duration of the assignment is such that an assigned employee may suffer a hardship or serious inconvenience, the Company and the Union may mutually agree to modify the provisions of Paragraph 3(a)(1), above.

**4 Temporary Work Locations**

The normal tour and the conditions of work for an employee temporarily transferred, assigned or reassigned to a physical reference point other than the employee's permanent physical reference point shall be the normal tour and the conditions of work specified for the temporary physical reference point.

**5 Permanent Transfers**

When the Company finds it necessary or appropriate to permanently transfer, assign or reassign employees from one physical reference point to another, the procedures described below will be applied.

- (a) Employees shall be offered vacancies on a voluntary basis. Volunteers ~~who have the necessary skills to fill the vacant positions~~ shall be assigned to the vacancies in descending order of seniority.
- (b) In the event that the vacancies are not completely filled or in the event that the Company finds that an insufficient number of volunteers possess the necessary skills to fill all the vacancies, qualified employees shall be assigned to fill the vacancies in inverse order of seniority.
- (c) Any employee who declines an involuntary transfer, assignment or reassignment from one RCA to another, that would have required the employee to relocate his or her residence shall be paid a termination payment pursuant to Article G25 (Termination Payments).
- (d) An employee who declines an involuntary reassignment that would not require the employee to relocate his or her residence shall be considered to have resigned and will not be eligible to a termination payment pursuant to Article G25 (Termination Payments).

**6 Expense Payments - Temporary Transfers, Assignments or Reassignments Within Commuting Distance**

An employee temporarily transferred, assigned or reassigned to a physical reference point within commuting distance of the employee's permanent physical reference point (whether or not it is within the employee's RCA) who is not otherwise reimbursed for expenses associated with the transfer, assignment or reassignment shall be paid an allowance for every day worked at the temporary physical reference point in accordance with the following schedule, provided all of the following conditions are met:

- (a) Travel to and from the employee's reassigned physical reference point occurs outside of the employee's scheduled tour, and
- (b) The employee does not travel via Company provided transportation, and
- (c) The transfer, assignment or reassignment results in either a longer commuting distance for the employee or an increase in commuting expense to the employee:

**DISTANCE IN MILES FROM THE  
PERMANENT PHYSICAL REFERENCE  
POINT TO THE TEMPORARY PHYSICAL  
REFERENCE POINT**

**DAILY ALLOWANCE**

Over 5 miles, but not over 15	\$18.00
Over 15 miles, but not over 25	\$22.00
Over 25 miles, but not over 35	\$27.00
Over 35 miles, but not over 50	\$35.00

**7 Expense Payments - Temporary Transfers, Assignments or Reassignments Beyond Commuting Distance**

- (a) If an employee is temporarily transferred, assigned or reassigned to a temporary physical reference point more than fifty (50) road miles from the employee's permanent physical reference point, the Company shall provide for or shall reimburse the employee for reasonable expenses incurred, including board and lodging and additional travel expenses. Time spent traveling under the provisions of this Paragraph will be considered time worked at the beginning and end of the temporary assignment. This will not include time spent traveling to and from the temporary living quarters to the temporary work location.
- (b) Except in the case of an employee attending a Company school at which the employee is required to live and remain, if the temporary work location is more than fifty (50) road miles from the employee's regular reporting location, an employee may elect to receive an allowance of \$55.00 per day in lieu of the provisions of Paragraph 7(a), above, for each day of the temporary assignment.

**8 Interim Return Home**

- (a) If the temporary physical reference point is more than fifty (50) road miles from the employee's permanent physical reference point, the Company may authorize reimbursement, for reasonable travel expenses incurred, to return the employee to his or her home for two (2) consecutive non-scheduled days at least every third week. Time spent traveling under the provisions of this Paragraph shall not be considered work time.

- (b) When an employee is attending a Company school at which he or she is required to live and remain, the employee shall be eligible to periodically return to his or her home, as the requirements of the school may permit, but not to exceed the provisions of Paragraph 8(a).
- (c) When an employee leaves the temporary physical reference point under the provisions of Paragraphs 8(a) or 8(b), the employee will release his or her room and make a reservation for the date of return. The Company shall not be required to pay lodging not actually used or meal expenses not incurred at the temporary physical reference point.

**9 Transportation to Temporary Assignments**

- (a) The Company will provide and determine the mode of transportation to temporary assignments.
- (b) Should the employee request and be granted permission to use other means of transportation than the preferred Company mode of transportation, reimbursement will be made as follows:
  - (1) Time for travel will be based on the portal to portal duration had the employee used the Company preferred mode of transportation.
  - (2) ~~Personal vehicle usage will be reimbursed at the highest allowable~~ IRS rate per mile plus related transportation expenses up to the amount of the fare of the preferred Company mode of transportation.
  - (3) No reimbursement for meals or lodging will be made over what would have been reimbursed had the preferred Company mode of transportation been used.

**10 Travel Expenses During Work Time**

Employees required to travel after the start of or before the end of their tours will be provided transportation by the Company or reimbursed for travel-related out-of-pocket expenses and/or authorized use of their personal automobiles in connection with such travel. Employees who travel by public transportation will be reimbursed for their actual out-of-pocket, travel-related expenses. Employees who are authorized to use their personal automobiles for such travel will be reimbursed at the highest allowable IRS rate per mile, plus actual out-of-pocket, travel-related expenses.

**11 Moving Expense**

- (a) An employee, who at the initiative of the Company, is permanently transferred, assigned or reassigned to a:
  - physical reference point outside the RCA according to the provisions of Paragraph 5(a) or 5(b), and

- whose new physical reference point is more than thirty-five (35) road miles distance from the employee's old physical reference point

will be provided a lump sum payment of \$12,000.00 (twelve thousand dollars) or the amount of termination allowance the employee would receive if the employee were laid off, whichever is less; provided however, that in no case shall such a relocating employee be paid a lump sum payment of less than \$5,000.00 (five thousand dollars).

- (1) The lump sum payment will be subject to the withholding of appropriate taxes.
  - (2) Appropriate change-of-residence documentation will be provided to management within forty-five (45) days of the change of residence.
  - (3) Change of residence must be completed within one (1) year of the date of transfer.
- (b) An employee entitled to moving expenses under the provisions of Paragraph 11 may elect not to relocate his or her residence and shall be entitled to receive a one-time lump sum allowance of \$1,500.00 (fifteen hundred dollars) in lieu of such moving expenses provided this election is made within one (1) year of the date of transfer.

This Page Left Intentionally Blank

---

**ARTICLE OS1 - TITLES****1 The titles covered by this section are:**

- Bilingual Operator
- Operator
- Service Assistant
- Senior Reports Clerk - OS
- Senior Records Clerk - OS
- Teleconference Specialist

**ARTICLE OS2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK****1 General**

All assignments of working forces shall be subject to service and work requirements. The decision of the Company with respect to service and work requirements shall be controlling.

**2 Weekly Work Schedules and Hours of Work**

- (a) Regular full-time employees shall be scheduled to work full normal tours on any five days of the calendar week. Regular part-time, temporary and term employees shall be assigned by the Company to days and hours of work subject to the needs of the service after regular full-time employees have been assigned.
- (b) The types and lengths of tours for Service Assistants and Operators are as follows:

<b><u>TYPE</u></b>	<b><u>LENGTH</u></b>	<b><u>START</u></b>	<b><u>END</u></b>
Morning- Afternoon	7-1/2 hours	5:00 A.M.	6:00 P.M.
Afternoon- Evening	7 hours	11:00 A.M.	10:30 P.M.
Divided*	7 hours	7:00 A.M.	10:00 P.M.
Evening	6 hours	5:00 P.M.	3:00 A.M.
All Night	7-1/2 hours	10:00 P.M.	7:00 A.M.

**\*NOTE: A Divided tour shall not have fewer than four (4) hours between sessions and its length shall not exceed thirteen (13) hours.**

Senior Records Clerks - OS and Senior Reports Clerks - OS will work tours of seven and one-half (7 1/2) hours in length.

- (c) Work schedules will be posted for each calendar week, designating the days and hours of work for each employee. Such schedules will be posted no later than 5:00 P.M. on the Wednesday immediately prior to the week for which such schedules are effective, except that when Monday, Tuesday, or Wednesday is a holiday the schedule may be posted on Thursday. In work groups where it is practical to do so, however, the Company may post schedules covering more than one (1) week.
  - (d) Changes in scheduled and nonscheduled days for the following week may be made provided the employee is notified personally of the change at or before 5:00 P.M. Thursday of the current week. After 5:00 P.M. Thursday of the current week an employee shall not be required to change his or her scheduled and nonscheduled days for the following week but an employee may be requested to work on a nonscheduled day; provided, however, that if an employee is called in on a nonscheduled Sunday and works the equivalent of a full tour, that Sunday shall become a scheduled day.
  - (e) Sunday schedules, Holiday schedules and Christmas Eve and New Year's Eve schedules shall be posted at least two (2) weeks prior to the Sunday or the holiday and subsequent changes shall be kept at a minimum.
- 
- (f) **Tour Selection**

Tours and days off shall be assigned on the basis of the highest preference available for the employee in the order of seniority.

    - (1) Changes of assignment of tours and days off which are requested by employees may be made if approved. Such changes shall be allowed as service conditions permit.
    - (2) The Company has the right to require employees to work overtime to meet the needs of the business.
    - (3) Pennsylvania Only – days off shall be assigned on the basis of the highest preference available for the employee in the order of seniority on a rotational basis.
  - (g) **All Night Tours**

In those offices where management and the Union mutually determine that it is appropriate to do so, regular full-time operators who work the All Night tour may be treated as a separate work group for the purpose of assigning employees to tours and the granting of days off.
  - (h) In general, Sunday and holiday work shall be assigned in rotation with night forces treated as a separate unit in those offices administering Paragraph 2(g).



### **3 Relief and Meal Periods**

#### **(a) Relief Period**

- (1) Employees shall be assigned one (1), fifteen (15) minute relief period in each session which shall begin or end not less than seventy-five (75) minutes from the start or end of the session, respectively. The two (2), fifteen (15) minute relief periods of the all night tour may be combined into one (1), thirty (30) minute relief period at any office. The two (2), fifteen (15) minute relief periods of the continuous Evening tour shall be combined into one (1), thirty (30) minute relief period and scheduled so that neither session of the tour is more than three and one-half (3 1/2) hours in length. Relief periods are paid time and employees on relief are considered to be on duty.
- (2) Employees who work two and one-half (2 1/2) or more continuous hours in excess of their normal scheduled tour shall be assigned one (1) additional fifteen (15) minute relief period.

#### **(b) Meal Periods**

Meal periods will be either one-half (1/2) hour, three-quarters (3/4) of an hour or one (1) hour in length, as determined by management consistent with service and work requirements. Meal periods are not paid time and employees on meal periods are considered to be off duty.

### **4 Interval Between Tours**

The interval between the end of one scheduled tour and the beginning of the next scheduled tour shall normally be at least eight (8) hours except when an employee is exercising his or her seniority. If the parties desire a minimum interval shorter than eight (8) hours or if the parties desire to implement the interval or minimum interval for scheduled tours ending between 1:00 A.M. and 7:00 A.M. only, the Union and the Company will meet and agree, at the District or Area level as appropriate, to implement such Agreement. Individual employees may waive intervals if they desire through their statement of tour preference on the preference card.

### **5 Daylight Savings Time**

- (a) On the night the change is made from standard to daylight savings time, no deduction in pay shall be made even though the actual work time is reduced by one hour for the evening/night tours.
- (b) On the night the change is made from daylight savings time to standard time, employees working tours ending after 2:00 A.M. may be required to work additional time. Such additional work time shall be compensated for at an employee's hourly adjusted rate plus applicable night work bonuses unless the provisions of Article OS4 (Overtime), Paragraph 3 entitle the employee to be compensated at the Time and One-Half (1 1/2) Overtime Rate and/or the Double Time Overtime Rate.

## ARTICLE OS3 - DIFFERENTIALS AND OTHER PAYMENTS

### 1 Differentials

(a) **Night In-Charge Differential**

An operator who is designated by the Company to act as the operator in charge at night will be paid a differential of four dollars and fifty cents (\$4.50) for each tour worked.

(b) **Christmas Eve and New Year's Eve Differential**

Employees in the title of Operator, Bilingual Operator and Service Assistant working on December 24 or December 31 will be paid three (3) times the employees hourly adjusted rate for any time worked between 7 P.M. on either day and 7 A.M. the following day. This payment will be in addition to the differential paid during assigned Evening and All Night tours but will be in place of payment at the Time and One-Half (1 1/2) Overtime Rate for working overtime.

(c) **Tour Differentials**

An employee who works one of the tours described below shall be paid the specified differential amount:

**Afternoon - Evening Tours**

up to 9:00 PM	\$3.00 per tour
up to 10:00 PM	\$4.00 per tour
up to 10:30 PM	\$4.00 per tour

**Divided Tours ending**

up to 10:00 PM	\$2.50 per tour
----------------	-----------------

**Saturday Tours - excluding six (6)**

hour evening tour	\$5.00 per tour
-------------------	-----------------

**All Night Tours - starting after 10:00 PM**

and ending before 7:00 AM	\$9.00 per tour
---------------------------	-----------------

(d) **Mother's Day Differential**

Employees in the title of Operator, Bilingual Operator and Service Assistant scheduled to work on Mother's Day shall be compensated at three (3) times the employee's hourly adjusted rate for all time worked, plus applicable night work bonuses.

- (e) Differentials will not be paid to employees for time not worked, except as provided in Article G14 (Vacation Eligibility), Paragraph 1, G19 (Excused Work Days), and OS5 (Holidays).

## **2 Call-In Payments**

- (a) An employee called at home and required to immediately report to work (1) prior to the start of an assigned tour where the work time is not continuous with the assigned tour, (2) after having returned home or after a period of fifteen (15) minutes has elapsed since the completion of a tour, or (3) on any unassigned day, shall be paid for the hours worked, including a reasonable amount of travel time going to and from home, in accordance with the provisions of this Agreement. However, employees working under these conditions shall receive a minimum of three (3) hours pay, at the applicable overtime rate, irrespective of the time actually worked, including travel time.
- (b) In addition to the compensation set forth in Paragraph 2(a) above, the employee shall be eligible to receive reimbursement for usage of his or her personal automobile. Such reimbursement shall be made for all miles actually driven while traveling to and from home and among assignments during the call-in period. Reimbursement shall be made at the highest allowable IRS rate, plus actual out-of-pocket, travel-related expenses.
- (c) Time allowed for a meal period shall not be considered as a break in the continuity of work time.

## **3 Divided Tour Expense**

An employee who works during both sessions of a divided tour shall be paid a commuting allowance of six dollars (\$6.00) per tour.

## **4 In-Charge Differentials**

An employee who is designated by the Company to act in the absence of a manager shall receive an additional payment of ten dollars (\$10.00) for each tour so worked. To the extent that the needs of the business permit, only those employees who so agree will be assigned to such substitution.

## **5 Sunday Payments**

Payment to all employees, except as provided in Article G12 (Classification & Treatment of Part-Time Employees), for all hours worked during a Sunday tour shall be at the applicable overtime rate.

**6 Temporary Assignment to Higher Occupational Job Classification**

Employees temporarily assigned to work in a higher occupational job classification shall receive a classification payment for each day in which an employee works 90 minutes or more in the higher assignment. Such daily classification payment shall be one-fifth (1/5) of the promotional increase which would apply if the assignment in the higher classification were on a permanent rather than on a temporary basis. Temporary assignments to a higher occupational job classification shall not be made for longer than twelve (12) consecutive months, but may be extended as circumstances warrant, upon approval of the Local Union Business Manager or his/her designee.

**7 Customer Premises Visit Differential**

Employees covered by this Article are not premises sales employees. However, it may become necessary, on an occasional basis, for a covered employee to be directed to go to a customer's premises. When a covered employee is directed to make such a visit to the customer's premises, the employee shall be paid a differential of twelve dollars (\$12.00) for each tour in which one or more of such visits takes place.

**8 Minimum Interval Differential**

If the interval between the end of one assigned tour and the beginning of the next assigned tour is shorter than the interval provided for in Article OS2 (Weekly Work Schedules and Hours of Work), Paragraph 4, all time worked during the second of the two tours will be compensated for at the overtime rate; provided, however, that compensation at the overtime rate will not apply when the interval is such (1) because the employee has waived the interval in accordance with Article OS2 (Weekly Work Schedules and Hours of Work), Paragraph 4; (2) because of a change in tour assignment made at the employee's request; or (3) because an employee is exercising his or her seniority.

**ARTICLE OS4 - OVERTIME**

- 1 In lieu of the provisions of Article G15 (Overtime and Other Payments), the provisions of this Article OS4 shall apply to those employees whose titles are listed in Article OS1 (Titles).

**2 General**

- (a) Overtime is time worked in excess of an assigned tour on a day the employee is scheduled to work, time worked in excess of a normal work week, or time worked on a nonscheduled day. Overtime shall be reported in actual hours to the nearest one-quarter (1/4) hour.
- (b) Overtime continuous with a preceding tour worked shall be considered as occurring on the same day as such tour. Overtime not continuous with a preceding tour shall be considered as occurring on the day such period of overtime is started.

- (c) Time allowed an employee for a meal period (although not paid time) shall not be considered as a break in the continuity of work time.

### **3 Compensation for Overtime**

- (a) Compensation for overtime, except for certain periods when Christmas Eve and New Year's Eve differentials apply, shall be as provided in Paragraphs 3(a)(1) through 3(a)(5) below.
  - (1) On any day except an authorized holiday, an employee will be paid for time worked in excess of the scheduled daily tour at the employee's appropriate overtime rate.
  - (2) On any day except a Sunday or an authorized holiday, a part-time employee will be paid for time worked in excess of the employee's scheduled hours but not in excess of a normal tour at the employee's adjusted rate, except for overtime in excess of a basic work week, for which the compensation shall be the employee's appropriate overtime rate.
  - (3) On a nonscheduled day, an employee will be paid the greater of the call-in payment provided in Article OS3 (Differentials and Other Payments), Paragraph 2(a) or the amount for actual hours worked at the employee's appropriate overtime rate. This provision does not apply (1) to time worked on Sundays and holidays, or (2) to time worked, not in excess of a scheduled weekly tour, at the employee's request because of unpaid absence earlier in the week.
  - (4) On an authorized holiday, an employee will be paid for time worked in excess of a scheduled daily tour at the employee's Double Time and One-Half (2 1/2) Overtime Rate.
  - (5) On any scheduled premium day, an employee will be paid for time worked at the employee's appropriate overtime rate.
  - (6) Night Work Bonuses shall be included in the daily overtime computation for all overtime worked.
- (b) To the extent that the overtime hours actually worked in a calendar week and paid at time and one-half exceed eight (8) hours, such excess hours will be paid at the double time rate.

### **4 Maximum Hourly Compensation**

Except as provided in Article OS3 (Overtime and Other Payments), Paragraph 1(b) and Paragraph 1(d) and Article OS5 (Holidays) Paragraph 1(d)(2), no combination of overtime or any other rate may produce an effective rate higher than two and one half (2 1/2) times the hourly adjusted rate plus applicable night work bonuses.

## ARTICLE OS5 - HOLIDAYS

- 1 The following days shall be observed as holidays by all employees covered by Article OS1 (Titles):

- (a) Authorized holidays shall consist of designated holidays and floating holidays as follows:

**ALL LOCATIONS:**

New Year's Day	(January 1)
Washington's Birthday	(Third Monday in February)
Good Friday	(Friday before Easter Sunday)
Memorial Day	(The last Monday in May)
Independence Day	(July 4)
Labor Day	(First Monday in September)
<del>Thanksgiving Day</del>	<del>(Fourth Thursday in November)</del>
Christmas Day	(December 25)

**Two (2) Floating Holidays**

- (b) Each regular employee who was engaged prior to January 1 shall be eligible for the two Floating Holidays specified. Each regular employee hired after January 1 shall be eligible for Floating Holidays in accordance with the following schedule:

<b>Date of Hire</b>	<b>Eligible Number of Floating Holidays</b>
January 1 - June 30	2
July 1 - October 31	1

## (c) Scheduling of Holidays

- (1) When the specified date for a designated holiday is a Sunday except Christmas, the following Monday shall be observed as the authorized holiday. When the specified date for a designated holiday is a Saturday, the preceding Friday will be observed as the authorized holiday for employees not scheduled to work on Saturday and such employees shall be compensated pursuant to Paragraph 1(d), as appropriate.
- (2) Floating Holidays will be scheduled in accordance with Article G14 (Vacations), Paragraph 9 except that a floating holiday may not be taken on a Sunday, a designated holiday specified in Paragraph 1(d)(1), during a vacation period, or during the week of another authorized holiday as specified in Paragraph 1(d)(1).

## (d) Holiday Compensation

- (1) Insofar as service and coverage conditions permit, an employee shall be excused on an authorized holiday and shall receive payment for a normal tour at the employee's daily adjusted rate and in addition shall receive a payment in the amount of the daily average of the employee's evening or night work bonuses for the scheduled days during the week in which the holiday occurs. An employee shall not be paid for the holiday when the employee is on a leave of absence, receiving Disability Benefits or absent without pay for the entire week when a holiday occurs, or when assigned to work on the holiday but does not report for duty, unless paid under Article G16 (Absence).
- (2) Full-time employees who work on the day a holiday is observed shall be paid, in addition to the holiday allowance, at the Time and One-Half (1 1/2) Overtime Rate for time worked during their scheduled daily tour. Employees who work Christmas on a Sunday shall be compensated at three (3) times the employee's hourly adjusted rate plus applicable night work bonuses.
- (3) Notwithstanding the provisions of Paragraphs 1(d)(1) and 1(d)(2), a temporary employee shall not be paid if assigned to work on an authorized holiday but fails to report, or is offered work and declines the holiday assignment. In addition, a temporary employee shall not receive holiday pay if that employee has not worked in each of the four calendar weeks immediately preceding the week in which the holiday falls.

This page left intentionally blank.

---



## **ARTICLE TRA1 - TITLES**

**1 The titles covered by this section are:**

- Telecommunications Relay Associate
- TRA Administrative Associate
- Accessible Communications Associate
- ACS Administrative Associate
- Communications Assistant
- Communications Assistant - Relay Representative
- Telecommunications Relay Clerk

## **ARTICLE TRA2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK**

All assignments of working forces shall be subject to service and work requirements. The decision of the Company with respect to service and work requirements shall be controlling. As discussed in 2002 Local Bargaining, the Company and the Union agree that meetings will be held at the request of either party, but no less frequently than three (3) meetings in a calendar year to discuss scheduling and overtime issues in the Providence, Rhode Island, and New Castle, and Scranton Pennsylvania Accessible Communications Services Center.

At such meeting, the center manager will address any pre-requested issues and the manager of the force group will be made available to have meaningful discussions regarding specific scheduling and overtime with an attempt to resolve the issues. At these meetings, the parties may also address other topics.

### **1 Weekly Work Schedules and Hours of Work**

- (a) Regular full-time employees shall be scheduled to work full normal tours on any five days of the calendar week. Regular part-time, temporary and term employees shall be assigned by the Company to days and hours of work subject to the needs of the service after regular full-time employees have been assigned.

- (b) A normal tour shall be eight (8) hours in length. The types of tours for all Titles in article TRA1 are as follows:

TYPE	START (ON OR AFTER)	END (ON OR BEFORE)
Day	5:00 AM	6:00 PM
Afternoon/Evening	11:00 AM	3:00 AM
Night	10:00 PM	7:00 AM
Divided*	7:00 AM	10:00 PM

**\*NOTE: A divided tour shall not have fewer than four (4) hours between sessions and its length shall not exceed thirteen (13) hours.**

- (c) Work schedules shall be posted for each calendar week, designating the days and hours for each employee. Such schedules shall be posted no later than 5:00 P.M. on the Wednesday immediately prior to the week for which such schedules are effective, except that when Monday, Tuesday, or Wednesday is a holiday the schedule may be posted on Thursday. In work groups where it is practical to do so, however, the Company may post schedules covering more than one (1) week.
- 
- (d) Changes in scheduled and nonscheduled days for the following week may be made provided the employee is notified personally of the change at or before 5:00 P.M. Thursday of the current week. After 5:00 P.M. Thursday of the current week, an employee shall not be required to change his or her scheduled and nonscheduled days for the following week, but an employee may be requested to work on a nonscheduled day; provided, however, that if an employee is called in on a nonscheduled Sunday and works the equivalent of a full tour, that Sunday shall become a scheduled day.
- (e) Sunday schedules, Holiday schedules and Christmas Eve and New Year's Eve schedules shall be posted at least two (2) weeks prior to the Sunday or the holiday and subsequent changes shall be kept at a minimum.
- (f) Tour Selection
- Tours and days off shall be assigned on the basis of the highest preference available for the employee in the order of seniority.
- (1) Changes of assignment of tours and days off which are requested by employees may be made if approved. Such changes shall be allowed as service conditions permit.
  - (2) The Company has the right to require employees to work overtime to meet the needs of the business.

(3) **Pennsylvania only –**

Days off shall be assigned on the basis of the highest preference available for the employees in the order of seniority on a rotational basis

(g) **Night Tours**

Seniority for choice of tours shall be used within the total office regular full-time employee force in all methods of selection, provided that, in any office in which regular full-time employees may change their tour preferences more often than monthly, an employee shall not choose to move onto or off the night work force more frequently than once a month with notice thereof at least two (2) weeks in advance. Night relief tours shall continue to be assigned in accordance with the practice that exists in each office.

**2 Relief and Meal Periods**(a) **Relief Period**

- (1) Employees shall be assigned one (1) fifteen (15) minute relief period in each session which shall begin or end not less than ninety (90) minutes from the start or end of the session, respectively. Relief periods are paid time, and employees on relief are considered to be on duty.
- (2) Employees who work two and one-half (2 ½) or more continuous hours in excess of their normal scheduled tour shall be assigned one (1) additional fifteen (15) minute relief period.

(b) **Meal Periods**

Meal periods shall be either one-half (½) hour, three-quarters (¾) of an hour, or one (1) hour in length, as determined by management consistent with service and work requirements. Meal periods are not paid time and employees on meal periods are considered to be off duty.

**3 Daylight Savings Time**

- (a) On the night the change is made from standard to daylight savings time, no deduction in pay shall be made even though the actual work time is reduced by one hour for the night tours.
- (b) On the night the change is made from daylight savings time to standard time, employees working tours ending after 2:00 A.M. may be required to work additional time. Such additional work time shall be compensated for at an employee's adjusted hourly rate unless the provisions of Article TRA3 (Overtime and Other Payments) Paragraph 1 entitle the employee to be compensated at the Overtime Rate.

**4 Interval Between Tours**

The interval between the end of one scheduled tour and the beginning of the next scheduled tour shall normally be at least eight (8) hours except when an employee is exercising his or her seniority. If the parties desire a minimum interval shorter than eight (8) hours or if the parties desire to implement the interval or minimum interval for scheduled tours ending between 1:00 A.M. and 7:00 A.M. only, the Union and the Company will meet and agree, at the District or Area level as appropriate, to implement such Agreement. Individual employees may waive intervals if they desire through their statement of tour preference on the preference card.

**ARTICLE TRA3 - OVERTIME AND OTHER PAYMENTS**

**1 Overtime Payment**

The Company shall pay employees at one and one half (1½) times their adjusted hourly wage rate for all time actually worked in excess of eight (8) hours in a day, or in excess of forty (40) hours actually worked in a calendar week.

**2 Double Time Payments**

Overtime hours worked in excess of eight (8) hours at the overtime rate (as provided in Paragraph 1) within the calendar week shall be paid at the double time rate. Incidental overtime worked on a holiday (time worked in excess of the full time scheduled tour), will be paid at the double time rate.

**3 Customer Premises Visit Allowance**

Whenever an employee is directed by management to go to a customer's premises, the employee shall be paid an allowance of twelve dollars (\$12.00) for each tour in which one or more visits take place.

**4 Differentials**

**(a) Christmas Eve and New Year's Eve Differential**

Employees in the title of Telecommunication Relay Associate, TRA Administrative Associate, Accessible Communications Associate, ACS Administrative Associate, Communications Assistant or Communications Assistant - Relay Representative working on December 24 or December 31 shall be paid three (3) times the employees adjusted hourly wage rate for any time worked between 7 P.M. on either day and 7 A.M. the following day. This payment shall be in place of payment at the overtime rate for working overtime

**(b) Mother's Day Differential**

Employees in the title of Telecommunication Relay Assistant or Accessible Communications Assistant scheduled to work on Mother's Day shall be compensated at two (2) times the employee's adjusted hourly wage rate for all time worked.

- (c) Differentials shall not be paid to employees for time not worked, except as provided in Article G14 (Vacation Eligibility), Paragraph 1, G19 (Excused Work Days), and TRA4 (Holidays).

(d) Tour Differentials

An employee who works one of the tours described below shall be paid the specified differential amount:

Afternoon/Evening Tours

up to 10:30 PM	\$1.85 per tour
----------------	-----------------

Evening/Night

up to 3:00 AM	\$2.20 per tour
---------------	-----------------

up to 7:00 AM	\$2.70 per tour
---------------	-----------------

Saturday Tours	\$1.50 per tour
----------------	-----------------

## 5 Call-In Payments

- (a) An employee called at home and required to immediately report to work (1) prior to the start of an assigned tour where the work time is not continuous with the assigned tour, (2) after having returned home or after a period of fifteen (15) minutes has elapsed since the completion of a tour, or (3) on any unassigned day, shall be paid for the hours worked, including a reasonable amount of travel time going to and from home, in accordance with the provisions of this Agreement. However, employees working under these conditions shall receive a minimum of three (3) hours pay, at the employee's applicable overtime rate, irrespective of the time actually worked, including travel time.
- (b) In addition to the compensation set forth in Paragraph 5(a) above, the employee shall be eligible to receive reimbursement for usage of his or her personal automobile. Such reimbursement shall be made for all miles actually driven while traveling to and from home and among assignments during the call-in period. Reimbursements shall be made at the highest allowable IRS rate per mile, plus actual out-of-pocket, travel-related expenses.
- (c) Time allowed for a meal period shall not be considered as a break in the continuity of work time.

**6 Temporary Assignments to Higher Occupational Job Classification**

Employees temporarily assigned to work in a higher occupational job classification shall receive a classification payment for each day in which an employee works ninety (90) minutes or more in the higher assignments. Such daily classification payment shall be determined by dividing the promotional increase by the number of scheduled daily tours in the employee's scheduled weekly tour. Temporary assignments to a higher occupational job classification shall not be made for longer than twelve (12) consecutive months, but may be extended as circumstances warrant, upon approval of the Local Union Business Manager or his/her designee.

**7 Sunday Payments**

Payment to all employees, except as provided in Article G12 (Classification & Treatment of Part-Time Employees), for all hours worked during a Sunday tour shall be at the overtime rate.

**8 Maximum Hourly Compensation**

Except as provided in Paragraphs 4(a) and 4(b), no combination of overtime or any other rate may produce an effective rate higher than two and one half (2½) times the adjusted hourly wage rate.

---

**9 Carfare**

When an employee works in both sessions of a divided tour, the employee shall receive a carfare allowance in the amount of \$8.00

**ARTICLE TRA4 - HOLIDAYS**

1 The following days shall be observed as holidays by all employees covered by Article TRA1 (Titles):

- (a) Authorized holidays shall consist of designated holidays and floating holidays as follows:

**ALL LOCATIONS:**

New Year's Day	(January 1)
Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(First Monday in September)
Thanksgiving Day	(Fourth Thursday in November)
Christmas Day	(December 25)

**Two (2) Floating Holidays****Pennsylvania Only:**

Washington's Birthday	(Third Monday in February)
Good Friday	(Friday before Easter Sunday)

**Rhode Island Only:**

Veterans Day	(November 11)
Day After Thanksgiving	(Fourth Friday in November)

- (b) Each regular employee who was engaged prior to January 1 shall be eligible for the two Floating Holidays specified. Each regular employee hired after January 1 shall be eligible for Floating Holidays in accordance with the following schedule:

<b>Date of Hire</b>	<b>Eligible Number of Floating Holidays</b>
January 1 - June 30	2
July 1 - October 31	1

- 2 When any of the authorized holidays listed in Paragraph 1(a) occur on a Saturday, the preceding Friday shall be observed as the authorized holiday for employees not scheduled to work on Saturday and such employees shall be compensated pursuant to Paragraph 3 and 4. When any of the authorized holidays listed in Paragraph 1(a) occur on a Sunday, other than Christmas, the following Monday shall be observed for those employees not scheduled to work on Sunday and such employees shall be compensated pursuant to Paragraph 3 and 4.
- 3 Holiday Compensation for Full-Time Employees On All Holidays except Christmas, Thanksgiving, New Year's Day, and Labor Day.
  - (a) Full-time employees who are excused from work on the day a holiday is observed shall be paid at their adjusted hourly wage rate for the hours they would have been scheduled had they not been excused.
  - (b) Full-time employees who work on the day a holiday is observed shall be given the option to either: (1) Be paid at their adjusted hourly wage rate and shall be entitled to take an alternate day in lieu of the holiday, which shall be subject to the needs of the business and the concurrence of the employee's supervision or (2) In addition to the holiday allowance in 3(a) above, be paid at their adjusted hourly wage rate for time worked during their daily scheduled tour. Hours worked in excess of their scheduled daily tour will be paid at the double time rate.
  - (c) Employees who choose to take an alternate day in lieu of the holiday shall schedule the day within thirty (30) days following the holiday, or at the employee's option, schedule the day within the Vacation selection period.
- 4 Holiday Compensation for Part-Time Employees on all holidays except Christmas, Thanksgiving, New Year's Day and Labor Day.
  - (a) Part-Time employees who are excused from work on the day a holiday is observed shall be paid at their adjusted hourly wage rate for the number of hours equal to one-fifth (1/5) of the employee's equivalent work week classification.
  - (b) Part-Time employees who work on the day a holiday is observed shall be given the option to either: (1) Be paid at their adjusted hourly wage rate and shall be entitled to take an alternate day in lieu of the holiday, which shall be subject to the needs of the business and the concurrence of the employee's supervision or (2) In addition to the holiday allowance in 4(a) above, be paid at their adjusted hourly wage rate for time worked during their daily scheduled tour.
  - (c) Employees who chose to take an alternate day in lieu of the holiday shall schedule the day within thirty (30) days following the holiday; or at the employee's option, schedule the day within the vacation selection period.



- 5 Holiday Compensation for Christmas, Thanksgiving, New Year's Day and Labor Day:
  - (a) Full-time employees who work on Christmas, Thanksgiving, New Year's Day or Labor Day shall be paid, in addition to the holiday allowance, at the Time and One-Half (1 1/2) Overtime Rate for time worked during their daily scheduled tour. Employees who work Christmas on a Sunday shall be compensated at three (3) times the employee's hourly adjusted rate plus applicable night work bonuses.
  - (b) Part-Time employees who work on Christmas, Thanksgiving, New Year's Day or Labor Day shall be paid, in addition to the holiday allowance, in 4(a) above, be paid at the time and one half (1 1/2 ) overtime rate for time worked during their daily scheduled tour.
- 6 A temporary employee shall not be paid if assigned to work on an authorized holiday but fails to report, or is offered work and declines the holiday assignment. In addition, a temporary employee shall not receive holiday pay if that employee has not worked in each of the four calendar weeks immediately preceding the week in which the holiday falls.
- 7 Any employee who is absent without pay on the scheduled work day before or after the holiday may not be paid the holiday allowance.
- 8 An employee who is scheduled to work on a holiday but fails to report for work and is not excused shall receive no holiday allowance.

#### **ARTICLE TRA5 - GRIEVANCE PROCEDURE**

The provisions of Article G7 (Grievance Procedure) are replaced by the following provisions for employees covered by Article TRA1.

- 1 The parties recognize and confirm that the grievance and arbitration procedures, where applicable, provide the mutually agreed upon and exclusive forum for resolution and settlement of employee disputes covered thereby during the term of this Agreement. Neither the Company, nor the Union, its local organizations, their representatives or the employees they represent, shall attempt by means other than the grievance and arbitration procedures to bring about the resolution of any issue which is properly a subject for disposition through such procedures. A grievance is a complaint involving the interpretation of application of any of the provisions of this Agreement or a complaint that an employee or group of employees for whom the Union is the bargaining agent has, in any manner, been unfairly treated. When an employee has a complaint, he/she may first consult his or her immediate supervisor. If the complaint is not resolved, he/she may then follow the grievance procedure outlined below.

## **2 Grievance Procedure Steps**

The grievance procedure shall consist of:

- (a) Step 1 - shall be at the office manager level of supervision and shall include the supervisor involved in the disciplinary action.
- (b) Step 2 - shall be at the Headquarters level of the Company, and notice of the grievance appeal shall be delivered by the Union to the Company's Labor Relations, Vice President or his or her designated representative.
- (c) Any adjustment or settlement of a grievance at Step 1 shall be final and binding for the particular grievance involved but shall not be used as precedent by either party.
- (d) Notices of appeal at Step 2 of the grievance procedure shall be in writing and shall set forth the identity of the aggrieved employee(s) involved, a statement of the act or occurrence complained of, the Agreement provision(s) allegedly violated, if any, and the remedy requested.

## **3 Time for Filing Grievances and Appeals**

- (a) No grievance shall be considered nor shall any appeal thereof be handled as a grievance unless it is presented at Step 1 within forty-five (45) calendar days of the action or failure to act which is the subject of the grievance.
- (b) In the event the grievance is not resolved at Step 1, written notice of appeal shall be given at Step 2 within fifteen (15) calendar days of Management's written decision at Step 1.
- (c) The decision(s) of Management concerning grievances submitted under the grievance procedure shall be confirmed in writing within fifteen (15) calendar days of the close of the grievance meeting(s) at Step 1 and 2 or not later than mutually agreed upon later date.

**4 Grievance Meetings**

A meeting at any step of the grievance procedure shall be held promptly and not later than fifteen (15) calendar days after receipt by the Company of the grievance or the notice of appeal, unless the parties mutually agree to a later date or dates. In the absence of agreement for such later date or dates, and if such meeting is not held within fifteen (15) calendar days because of default of Management, the grievance shall be considered as denied by Management, and the Union may appeal its grievance to the next higher step in the formal grievance procedure. The Company agrees to meet to consider all grievances appealed to the second step. In the event the Company fails to provide the Union with a written response concerning the grievance, the grievance shall be deemed to be denied and the Union may pursue the matter to arbitration pursuant to Article G8 (Arbitration).

**5 Number of Union Representatives and Pay Treatment**

- (a) Other than Management representatives, the number of Company paid employees, including Union representatives, designated by the Union to attend grievance meetings shall not be more than three (3) in any step of the grievance procedure. Those employees so designated shall suffer no loss in pay for time consumed (during such employee's scheduled daily tour of working hours) while in attendance at such grievance meetings. In addition, those same employees shall suffer no loss in pay for time necessarily consumed, during a scheduled daily tour of working hours, in traveling to and from grievance meetings.
- (b) Meetings at the first step of this grievance procedure shall be held in mutually acceptable locations with the common geographic area of both the jurisdiction of the Local Union presenting the grievance and Company representatives hearing the grievance.
- (c) Meetings at the second step of this grievance procedure shall be held in Harrisburg, PA. or Providence Rhode Island unless mutually agreed to be held at other locations.
- (d) The grievance shall be scheduled and heard during the scheduled tour of the Union representatives.

**6 Discussion or Settlement of Grievance**

- (a) Any individual employee or group of employees shall have the right to present grievances directly to the Company and have such grievances adjusted, without the intervention of the Union, so long as the adjustment is not inconsistent with the terms of this Agreement, and provided that the Union has been given an opportunity to be present at such adjustment.

- (b) After an employee or employees have referred a grievance to the Union, and the Union advises the Company that the Union shall present the grievance on behalf of that employee, or employees, the Company shall not discuss or adjust such grievance directly with said employee or employees.
- (c) The Company and the Union recognize the right of each other to investigate the circumstances surrounding any grievance and agree to cooperate in such investigation.

## ARTICLE TRA6 - PAY FOR PERFORMANCE

- 1 Beginning July 1, 2002, the Company will implement a Pay for Performance Program for all eligible full-time and part-time employees which rewards attendance, individual performance and office performance on a quarterly basis. To be eligible, the full time or part-time employee must be employed in the Scranton; New Castle, Pennsylvania; or Providence, Rhode Island ACS office for the full quarter being measured. Awards will be made within a reasonable time after the completion of the quarter being measured.
- 2 If an eligible employee has no chargeable absences for the quarter, the employee will be awarded a payment of \$75.00. Chargeable absences include absences due to tardiness, illness, personal reasons or other unexcused time. (Absences covered by the Family and Medical Leave Act will not be included to the extent prohibited by law).
- 3 At least once during the quarter, the Company will observe each eligible employee who works at least four weeks during the quarter. If such employee receives one or more satisfactory ratings during the quarter and the Company receives no customers complaints regarding such employee, he/she will be awarded \$25.00 due to individual performance.
- 4 If, for the quarter, the performance of the offices meet the four (4) Direct Measures of Quality (DMOQ) criteria and meets the standards for attendance set by management, each eligible employee will be awarded \$25.00.
- 5 Beginning with calendar year 2003, if an employee is awarded the payments set forth in paragraphs 2 and 3 above in all four quarters of a calendar year, the employee will be awarded an additional \$100.00.
- 6 The dollar value of any award payments for part-time employees will be based on their Equivalent Work Week.

This page left intentionally blank.

## ARTICLE CTT1 - TITLES

- 1 The title covered in this section is:

TECHNICAL

Communications Technician - Toll

## ARTICLE CTT2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK

### 1 Weekly Work Schedules

- (a) Weekly schedules and tours of duty will be arranged to fit the needs of the business.
- (b) Five (5) tours in one (1) calendar week of Sunday through Saturday, inclusive, shall constitute normal work week in those Company organizations at which the Company is regularly required to provide coverage on each day of a calendar week.
- (c) The total normal hours worked for full-time employees per week shall be based upon the specific occupational and/or administrative unit.

### 2 Hours of Work

- (a) Work schedules will be established for each calendar week, designating the days and hours of work for each employee. Such schedules should be posted not less than fourteen (14) calendar days prior to the first of each month. Any changes to the posted schedules must be made no later than Wednesday 5:00 P.M. of the preceding week.
- (b) Except as provided in Article G12 (Classification and Treatment of Part-time Employees), when it is necessary to change an employee's schedule after Wednesday, 5:00 P.M. of the week immediately preceding the change, the employee shall be paid for all hours worked outside of the employee's established schedule at the overtime rate.

### 3 Tour Selection

Employees shall have a choice of tours based on their seniority, within their work groups, provided they have the ability to perform the job.

- (a) Tours - The following tour definitions shall apply:
  - (1) Day Tour: A Day Tour is a tour starting at or after 6:00 A.M. and before 12:00 noon.
  - (2) Evening Tour: An Evening Tour is a tour starting at or after 12:00 noon and not later than 7:00 P.M.
  - (3) Night Tour: A Night Tour is a tour starting at or after 7:00 PM and before 6:00 A.M.

**4 Relief Periods**

- (a) The scheduling of relief periods will be determined by the Company and will be subject to force and work conditions in each office or location. One (1) relief period will normally be scheduled for each employee working a tour of four (4) to fewer than six (6) hours. Two (2) relief periods will normally be schedule for each employee working a tour of six (6) or more hours.
- (b) Relief periods normally shall not begin less than one (1) hour after the start or before the end of a tour or return from a meal period.

**5 Non-Scheduled Sundays**

In lieu of any compensation provided for in Article CTT3 (Differentials and Other Payments), Paragraph 2, when an employee is called in on a non-scheduled Sunday and works consecutive hours equivalent to a full tour, or when an employee is required to travel on a non-scheduled Sunday on Company business and such travel is equivalent to a full tour, that Sunday shall become a scheduled day and the Company shall designate one of the employee's scheduled days in that week as a non-scheduled day. If the employee is not notified of such designation before the end of the Sunday work, the last scheduled day of the employee's normal work week shall become a non-scheduled day.

**6 Work Continuous With A Tour**

An employee shall be paid at the Time and One-Half (1 1/2) Overtime Rate, plus applicable night work bonus for time worked during a period beginning more than four (4) hours before the start of an employee's scheduled daily tour and continuing through the scheduled daily tour until the employee is relieved from duty.

**7 Temporary Tour Change**

An employee shall be paid at the Time and One-Half (1 1/2) Overtime Rate, plus applicable night work bonus for each hour worked when the employee's regularly scheduled daily tour is changed (e.g., a change from a day tour to a night tour, a night tour to an evening tour, etc.) for a period of less than two (2) weeks, except as follows:

- (a) Vacation relief of any duration;
- (b) Classroom training reliefs and classroom training assignments of one (1) week or more, but less than two (2) weeks;
- (c) Temporary changes in tour requested by an employee for personal reasons; or
- (d) Jury duty relief of any duration.

Off shift employees will retain their night bonus when working temporary shift changes.



**ARTICLE CTT3 - DIFFERENTIALS AND OTHER PAYMENTS****1 On-Call Payments**

- (a) Employees with necessary skills may be required to remain in contact with the Company outside of scheduled daily tours by use of a beeper or other communications device. The requirement to remain in contact with the Company will be rotated among all employees having the necessary skills in the work group. Employees with necessary skills will be solicited on a voluntary basis; however, if there is an insufficient number of volunteers, the Company may assign this requirement to employees having the necessary skills in the aforementioned work groups. Depending on operational needs, employees with the necessary skills may be assigned on-call on either a daily or weekly basis. Employees who perform an on-call assignment for a full seven (7) consecutive day period shall be paid a total of fourteen (14) hours pay at their Hourly Adjusted Rate. Employees who perform an on-call assignment on a daily basis shall be paid two (2) hours pay at their Hourly Adjusted Rate for each such day. Employees called-up will be eligible for call-up treatment as provided for in Paragraph 3. Employees actually called in will be eligible for call-in payment as provided for in Paragraph 2.
- (b) When, because of illness or other absence, another employee is required to substitute for the employee assigned on-call responsibility, the substituting employee will receive one-seventh of the amount to which they would be entitled if on-call for each day of substitution. The amount paid to the employee originally assigned on-call responsibility will be reduced by one-seventh for each day of absence.

**2 Call-In Payments**

An employee called at home and required to immediately report to work outside their normal working hours (before or after a scheduled daily tour, on a non-scheduled day, or on an excused holiday) shall be paid for all time worked, including a reasonable amount of travel time going to and from home, at the applicable overtime rate. The time thus paid, including travel time, shall not be less than the equivalent of three (3) hours at the employee's applicable overtime rate.

- (a) For such work performed during an employee's excused scheduled addition to any holiday allowance to which the employee is entitled.
- (b) For such work performed outside the period of the employee's excused scheduled daily tour on a holiday, the employee shall be paid as set forth above, except that the Double Time and One-Half (2 1/2) Overtime Rate shall be substituted for the employee's overtime rate.

- (c) In addition to the above appropriate compensation, the employee shall be eligible to receive reimbursement for usage of his or her personal automobile. Such reimbursement shall be made for all miles actually driven while traveling to and from home and among assignments during the Call-In period. Reimbursement shall be made at the highest allowable IRS rate per mile, plus actual out-of-pocket travel related expenses.
- (d) This Call-In provision does not apply if such time worked is continuous with the employee's scheduled daily tour. Time allowed for a meal period shall not be considered as a break in the continuity of work time.

### **3 Call-Up Payments**

When a telephone call is made or authorized by a supervisor to an employee who is not at work, the employee will be compensated if the call meets all of the following criteria:

- (a) the call is made outside the employee's Scheduled Daily Tour or on a Non-Scheduled Day or an excused holiday;
- (b) the employee uses his or her job knowledge; and,
- (c) the call was not necessitated by error or omission by the employee.

An employee will be compensated for a Call-Up as follows:

- (d) A Call-Up of less than one quarter (1/4) hour, paid one (1) Hour Overtime pay at applicable rate.
- (e) A Call-Up of one quarter (1/4) hour, but less than one (1) hour, paid two (2) hours overtime pay at applicable rate.
- (f) A Call-Up of one (1) hour, or longer paid the greater of two (2) hours overtime pay at applicable rate or the actual time for such call.

### **4 Night Work Bonus**

- (a) Except as provided for in Article G12 (Classification and Treatment of Part-Time Employees), employees whose weekly work schedule consists of regularly scheduled evening or night tours shall receive a night work bonus in the amount of ten percent (10%) of their daily adjusted rate for each night tour so worked.
- (b) An employee who is scheduled to work an evening or night tour on a Sunday or a holiday shall receive the applicable night work bonus.

### **5 Meal Allowance**

Employees shall be granted meal allowances only in accordance with the following terms and conditions:

- (a) An employee shall be granted an eleven dollar (\$11.00) meal allowance when:
  - (1) The employee works two (2) or more hours immediately following the employee's scheduled daily tour;

- (2) the employee works beyond the employee's scheduled daily tour and a meal period intermission is specified by the Company during the overtime period;
- (3) the employee works two (2) scheduled daily tours where the ending time of the first tour is the same as the starting time of the second tour; or
- (4) the employee is required to work six (6) consecutive hours or more outside the employee's scheduled daily tour under circumstances where the employee does not qualify for a meal allowance under Paragraphs 5(a)(1) or 5(a)(2) or 5(c) and incurs actual meal expense.
- (5) the employee works ten (10) or more consecutive hours on a non-scheduled day.
- (b) An employee shall be granted a five dollar and fifty cents (\$5.50) meal allowance when the employee works two (2) or more hours immediately preceding the scheduled daily tour.
- (c) An employee shall be entitled to two (2) eleven dollar (\$11.00) meal allowances when an employee works fourteen (14) or more consecutive hours, excluding meal periods.
- (d) Meals for which an allowance is granted under this Paragraph 5 shall be eaten on the employee's own time, except where the Company determines that the employee cannot be released for a definite meal period. In such case, the employee shall be granted a reasonable amount of time to eat on Company time.
- (e) Meal allowances provided in this Paragraph 5 shall not be paid to an employee receiving a per diem allowance and lodging at Company expense or an allowance in lieu of a per diem allowance and lodging.

## 6 **Senior Employees**

- (a) A senior employee is one who, in addition to the employee's normal duties, assists a first line supervisor. Senior duties shall be limited to the direction, distribution, coordination, and teaching of the work in those cases where the size of the force, or the character of the work, or both requires such assistance for one (1) day or more.
- (b) The determination of the need for providing or discontinuing senior employees and the selection of such employees rests solely with the Company.

- (c) An employee assigned senior duties shall be notified by the Company prior to the effective date of discontinuance of the employee's senior assignment.
- (d) An employee assigned senior duties shall receive an additional payment of ten dollars (\$10.00) for each tour so worked.

**7 Expense Payments - Temporary Transfers, Assignments or Reassignments Beyond Commuting Distance**

- (a) If an employee is temporarily transferred, assigned, or reassigned to a temporary physical reference point more than fifty (50) road miles from the employee's permanent physical reference point, and is required to remain away from their home location while on temporary assignment shall be paid a per diem expense reimbursement as follows:

**Schedule of Per Diem Expense Reimbursement When Overnight Stay  
is Required**

---

<b>Lodging Provided 1-5 Days</b>	<b>Lodging Provided Beginning 6th Day</b>	<b>Meals &amp; Lodging Provided 1-5 Days</b>	<b>Meals &amp; Lodging Provided Beginning 6th Day</b>
\$45.00	\$50.00	\$5.00	\$7.00

---

- (1) The per diem expense reimbursement paid when lodging only is provided covers meals, laundry, local transportation, gratuities, and other expenses, which the employee may incur.
  - (2) The per diem expense reimbursement paid when meals and lodging are both provided, covers laundry, local transportation, gratuities, and other expenses, which the employee may incur.
  - (3) An employee will be allowed a reasonable number of phone calls to their home or significant other in addition to the per diem expense reimbursement.
  - (4) No other expense reimbursement will be paid on days when a per diem is allowed.
  - (5) Time spent traveling under the provisions of this Paragraph will be considered time worked at the beginning and end of the temporary assignment. This will not include time spent traveling to and from the temporary living quarters to the temporary work location.
- (b) Except in the case of an employee attending a Company school at which the employee is required to live and remain, if the temporary work location is more than fifty (50) road miles from the employee's regular reporting location, an employee may elect to receive an allowance of \$55.00 per day in lieu of the provisions of Paragraph 7(a) above for each day of the temporary assignment.

**8 Home Garaging**

- (a) The Home Garaging Program is offered at the company's discretion to employees in work groups whose work assignments require the use of a company provided vehicle to perform their work on a regular basis and where the employees' initial and/or final daily work assignments are at locations other than their work reporting location.
- (b) Employees who elect to participate in the program will be assigned a motor vehicle for use in their work and for traveling between their work locations and places of residence or other company approved designated places for vehicle storage.
- (c) If an employee elects not to participate in the program and a company provided vehicle is necessary to perform their work on a regular basis, the company will determine where the vehicle will be stored and that location will become the employee's work reporting location.
- (d) Work conducted on behalf of the company, including the incidental operation of a portable computer or telecommunications equipment, will be subject to compensation. Incidental work conducted during a calendar day, while not contiguous with an employee's normal tour, will be considered cumulatively for the purposes of determining hours worked and extra work time. Access to telecommunications systems from employees' residential or other non-company locations will normally be completed via toll free telephone numbers and not considered reimbursable expenses.
- (e) Employees using company provided vehicles under this program to travel between their residence and their initial and/or final work assignment (other than their permanent work reporting location) will be compensated for time incurred each way beyond their normal commute time from their residence to their permanent work reporting location.
- (f) Employees who participate in the program will be expected to provide normally secure and legal storage for the vehicle at their places of residence. If the vehicle cannot be properly stored at an employee's place or residence, the Company may arrange for appropriate storage at its expense.

- (g) The Company will normally make arrangements for maintenance of the vehicle; however it will be the responsibility of the employee to whom the vehicle is assigned to assure the vehicle is properly maintained. Care and upkeep (e.g.: tune-ups, repair, cleaning, etc.) will be at company expense. Employee time incurred performing these functions will be considered compensable. It is the policy of the company to indemnify and hold harmless from liability, employees who are determined to be liable to others as a result of the actions and/or simple negligence of the employee arising in the scope of their employment. Employees who participate in this program will be considered to be acting within the scope of their employment while operating the company provided vehicle between work locations, and between work locations and their residences or other places of vehicle storage, provided that employees are traveling in a reasonably direct route between their work locations and their residences or other places of vehicle storage and are traveling within a reasonable period of time before or after the start or end of their work day.

**ARTICLE CS1 - TITLES**

1 The titles covered in this section are:

**Group A:**

Administrative Clerk - Data  
 Clerical Typist - Data  
 Computer Equipment Operator - Data  
 Coordinator Assignment - Data  
 Customer Engineer Band 1  
 Customer Engineer Band 2  
 Customer Service Representative - Data  
 Data Inventory Specialist  
 Data Service Coordinator  
 Data Software Administrator  
 Dispatch Clerk - Data  
 General Clerk - Data  
 Order Clerk - Data  
 Results and Accounting Analyst - Data  
 Service Center Clerk - Data  
 Supplies Attendant - Data  
 Supplies Expediter - Data

**Group B:**

Delivery Driver  
 Head Supplies Attendant  
 Light Supplies Delivery Driver  
 Shop Attendant  
 Supplies Attendant  
 Supplies Coordinator  
 Supplies Expediter  
 Truck Dispatcher

**Group C:**

Administrative Clerk  
 Clerical Assistant  
 General Clerk  
 Marketing Clerk  
 Office Clerical Assistant  
 Records Clerk  
 Reports Clerk  
 Senior Clerk  
 Senior Marketing Clerk  
 Word Processing Specialist

## **ARTICLE CS2 - WEEKLY WORK SCHEDULES AND HOURS OF WORK**

### **1 Weekly Work Schedules**

#### **(a) Group A Titles Only**

- (1) Weekly schedules and tours of duty will be arranged to fit the needs of the business.
- (2) Five (5) tours in one (1) calendar week of Sunday through Saturday, inclusive, shall constitute the normal work week in those Company organizations at which the Company is regularly required to provide coverage on each day of a calendar week.
- (3) Five (5) tours Monday through Saturday, inclusive, in a calendar week shall constitute the normal work week in all Company organizations other than those referenced in Paragraph 1(a)(2), above.
- (4) The total normal hours worked for full-time employees per week shall be based upon the specific occupational and/or administrative unit.

#### **(b) Group B and C Titles Only**

- (1) Weekly schedules and tours of duty will be arranged to fit the needs of the business.
- (2) Five (5) tours in one (1) calendar week of Monday through Saturday, inclusive, shall constitute the normal work week.
- (3) The total normal hours worked for full-time employees per week shall be based upon the specific occupational and/or administrative unit.
- (4) Minimum Scheduling - Part-Time
  - (i) Part-time employees shall be scheduled to work not fewer than twenty (20) hours in each work week.
  - (ii) Part-time employees shall be scheduled to work not fewer than three (3) hours on any day on which such employees are scheduled to work.
  - (iii) Nothing herein contained in 1(b)(4)(i) or 1(b)(4)(ii) above, however, shall prevent the scheduling of fewer than twenty (20) hours in any work week or three (3) hours on any day when the employee volunteers or requests to work fewer than twenty (20) hours per week or three (3) hours on any day.



## 2 **Hours of Work**

- (a) Work schedules will be established for each calendar week, designating the days and hours of work for each employee. Such schedules will be established no later than Wednesday, 5:00 P.M. of the preceding week. In work groups where it is practical to do so, however, schedules for more than one (1) week may be established.
- (b) Except as provided in Article G12 (Classification and Treatment of Part-Time Employees), when it is necessary to change an employee's schedule after Wednesday, 5:00 P.M. of the week immediately preceding the change, the employee shall be paid for all hours worked outside of the employee's established schedule at the overtime rate.
- (c) Tour Selection

Employees shall have a choice of tours based on their seniority, within their work groups, provided they have the ability to perform the job.

## 3 **Relief Periods**

### (a) **Group A Titles Only**

- (1) The scheduling of relief periods will be determined by the Company and will be subject to force and work conditions in each office or location. One (1) relief period will normally be scheduled for each employee working a tour of four (4) to fewer than six (6) hours. Two (2) relief periods will normally be scheduled for each employee working a tour of six (6) or more hours.
- (2) Relief periods normally shall not begin less than one (1) hour after the start or before the end of a tour or return from a meal period.

### (b) **Group B and C Titles Only**

- (1) The scheduling of relief periods will be determined by the Company and will be subject to force and work conditions in each office or location. One (1) relief period will normally be scheduled for each employee working a tour of three (3) to fewer than six (6) hours. Two (2) relief periods will normally be scheduled for each employee working a tour of six (6) or more hours.
- (2) Relief periods normally shall not begin less than one (1) hour after the start or before the end of a tour or return from a meal period.

**4 Work by Supervisors (Group A and B Titles Only)**

The parties agree that in administering the 1998 Agreement, in the states of New Jersey, Illinois, Indiana, and in the six state region of New England, the following conditions shall be observed:

- (a) Managers at the first level of supervision or above who are in the direct line of supervision of employees in the Technical Titles set forth in Article T1(Titles), Group A (Titles), CTT1 (Titles), NSL1 (Titles), and Group B (Titles) will not do work of the type ordinarily performed by employees under their supervision, except in emergent circumstances and in cases of service or equipment restoration where no qualified Technical employee is available.
- (b) Supervisors of all other employees shall ordinarily not concern themselves with work of the type or nature that is regularly assigned to employees in the bargaining unit. Supervisors should devote their full time to management functions. Conditions may arise that require the performance by management employees of any type of work required by the occasion if all reasonable means of meeting the conditions have been exhausted.

**ARTICLE CS3 - DIFFERENTIALS AND OTHER PAYMENTS**

**1 On-Call Payments (Group A and B Titles Only)**

- (a) Employees with necessary skills may be required to remain in contact with the Company outside of scheduled daily tours by use of a beeper or other communications device. The requirement to remain in contact with the Company will be rotated among all employees having the necessary skills in the work group. Employees with necessary skills will be solicited on a voluntary basis; however, if there is an insufficient number of volunteers, the Company may assign this requirement to employees having the necessary skills in the aforementioned work groups. Depending on operational needs, employees with the necessary skills may be assigned on-call on either a daily or weekly basis. Employees who perform an on-call assignment for a full seven (7) consecutive day period shall be paid a total of fourteen (14) hours pay at their Hourly Adjusted Rate. Employees who perform an on-call assignment on a daily basis shall be paid two (2) hours pay at their Hourly Adjusted Rate for each such day. Employees called-up will be eligible for call-up treatment as provided for in Article G15 (Overtime and Other Payments), Paragraph 8. Employees actually called in will be eligible for call-in payment as provided for in Paragraph 2(b).

- (b) When, because of illness or other absence, another employee is required to substitute for the employee assigned on-call responsibility, the substituting employee will receive one-seventh of the amount to which they would be entitled if on call for each day of substitution. The amount paid to the employee originally assigned on-call responsibility will be reduced by one-seventh (1/7) for each day of absence.

## **2 Call-In Payments**

An employee called at home and required to immediately report to work outside their normal working hours (before or after a scheduled tour, on a non-scheduled day, or on an excused holiday) shall be paid for all time worked, including a reasonable amount of travel time going to and from home, at the applicable overtime rate. The time thus paid, including travel time, shall not be less than the equivalent of three (3) hours at the employee's applicable overtime rate.

- (a) For such work performed during an employee's excused scheduled daily tour on a holiday, the employee shall be compensated as set forth above, in addition to any holiday allowance to which the employee is entitled.
- (b) For such work performed outside the period of the employee's excused regularly scheduled daily tour on a holiday, the employee shall be paid as set forth above, except that Double Time and One-Half (2 1/2) Overtime Rate shall be substituted for the employee's overtime rate.
- (c) In addition to the above appropriate compensation, the employee shall be eligible to receive reimbursement for usage of his or her personal automobile. Such reimbursement shall be made for all miles actually driven while traveling to and from home and among assignments during the call-in period. Reimbursement shall be made at the highest allowable IRS rate, plus actual out-of-pocket, travel-related expenses.
- (d) This call-in provision does not apply if such time worked is continuous with the employee's scheduled daily tour. Time allowed for a meal period shall not be considered as a break in the continuity of work time.

## **3 Recuperation Time - Maine, New Hampshire, Vermont, Rhode Island, Massachusetts, Connecticut, New Jersey, Illinois, and Indiana (Group A and B Titles Only)**

- (a) When an employee is required to actually work sixteen (16) or more hours in a twenty-four (24) hour period following his normal starting time, the employee will be excused with pay at the hourly adjusted rate during the employee's assigned hours, if any, beginning at the expiration of this twenty-four (24) hour period. Such excused time with pay shall not exceed eight (8) hours. When hours worked are continuous to the normal start time, the twenty-four (24) hour period shall begin at the start of such hours.

- (b) An employee who is called from home during the night and works at least four (4) hours and completes his assignment not later than 6:30 A.M. shall be granted a period up to six (6) hours (excluding travel time to and from home) for recuperation purposes. That portion, if any, of this recuperation period, which extends beyond the starting hour of his or her regularly assigned tour shall be classified as "excused" time and payment for such time shall be allowed. When the employee completes his assignment after 6:30 A.M., the time between 6:30 A.M. and the start time of his regular assigned tour will be considered as time spent on the emergency assignment.

When the time spent on an emergency work assignment extends to the start of the employee's regularly assigned tour, the employee may be excused with pay for the remainder of the tour when the total time spent on the emergency job and the regularly assigned tour equals twelve (12) hours. In its application in this Section only, "excused" time shall be counted toward the forty (40) hour week.

- (c) Notwithstanding the terms of Paragraph 3(b), if an employee is required to actually work sixteen (16) or more hours in a twenty-four (24) hour period following his normal starting time, the terms of Paragraph 3(a), only, will apply to such employee.

#### **4 Night Work Bonus**

Except as provided for in Article G12 (Classification and Treatment of Part-Time Employees), regular full-time employees whose weekly work schedule consists of regularly scheduled night tours shall receive a night work bonus in the amount of ten percent (10%) of their daily-adjusted rate for each night tour so worked.

### **ARTICLE CS4 - MOTOR VEHICLE USAGE PROGRAM (GROUP A TITLES ONLY)**

- 1 There will be established in the Company a Motor Vehicle Usage Program to provide, in those administrative work units where implemented, that employees who participate will be assigned a motor vehicle for use in their work and for traveling between their work locations and places of residence or other designated places for the vehicle storage.
- 2 The Motor Vehicle Usage Program will be implemented only within administrative work units where some or all of the employees normally use a Company provided motor vehicle in order to perform their work. The decision to implement and to continue the program within any such administrative work unit will be within management's discretion.

- 3 When the Motor Vehicle Usage Program is introduced within an administrative work unit, all employees within that unit who normally use a Company provided motor vehicle in the performance of their work assignment will be eligible to participate. Participation by any such employees will be on a voluntary basis. If an employee elects not to participate, management will determine where the motor vehicle assigned to that employee is to be stored and that location will become the employee's work reporting location.
- 4 Employees who participate in the Program will be expected to provide normally secure and legal storage for the vehicle at their places of residence. If the vehicle cannot be properly stored at an employee's place of residence, the Company may arrange for appropriate storage at its expense.
- 5 The Company will make arrangements for maintenance of the vehicle; however, it will be the responsibility of the employee to whom the vehicle is assigned to assure that the vehicle is properly maintained.
- 6 For employees who participate in the Motor Vehicle Usage Program, a work reporting area will be established on a local basis before implementation. Such work reporting area will be designed so as to serve the interests of the customer, reasonably accommodate the employee, and be satisfactory to management and the Union. The work reporting area normally will be a circular geographic area. In large congested metropolitan locations or where natural barriers render a circular work reporting area impractical, other suitable parameters will be established.
- 7 Each participating employee will be expected to begin and end the work tour at any assigned location within the established work reporting area. Prior to implementation of the Program, the Company and Union will determine a method of compensation for employees who begin or end a work tour outside an established work reporting area.

## **ARTICLE CS5 - LOCAL UNION 134**

### **(Technical - Computer Services)**

#### **1 General**

In addition to the other provisions of this Agreement, the titles and provisions in this Article shall be applicable only within the geographical boundaries of Cook County, Illinois and apply only to employees represented by Local Union 134, engaged in the installation and maintenance of premises communication products and services provided by the Company.

#### **2 Represented Management**

- (a) Employees in titles set forth in Paragraph 3 shall report to supervisors who are members in good standing in Local 134.
- (b) The provisions of this Agreement shall not apply to management employees except as set forth below:

- (1) The Company may appoint to the title of General Foreman only employees in the title of Foreman who are members of Local Union 134.
- (2) The Company may promote Journeymen, without regard to seniority, to the title of Foreman. Should the Company determine that there are no qualified Journeymen to assume the Foreman position, the Company reserves the right to assign a manager who is not currently a member of Local 134 to the Foreman position after agreement with the Union.
- (3) Management employees represented by Local 134 in the titles of Foreman and General Foreman may be declared surplus without regard to seniority. However, such employees, who were previously promoted to the title of Foreman or General Foreman from the title of Journeyman, may exercise the right to return to a Journeyman position and assume a seniority position as a Journeyman in the bargaining unit at the time the surplus is declared.
- (4) Foremen assigned to weekly out-of-hour duty coverage shall make whatever arrangements are necessary which will permit them to be reached by telephone. They will be paid eight (8) hours at the Foreman's hourly base rate for the week's assignment, provided that it is not feasible to grant an equivalent amount of time off with pay within a reasonable period.

### **3 Titles and Wages**

- (a) The following titles are included in the Journeyman classification and the applicable wage schedule in Appendix 4 shall apply.
  - Systems Technician - Journeyman
  - Senior Technician - Journeyman
  - Building Cable Technician - Journeyman
  - Dedicated Customer Engineer - Journeyman
  - Customer Systems Engineer - Journeyman
  - Systems Engineer - Journeyman
  - Customer Engineer III - Journeyman
- (b) The following titles are included in the Apprentice classification and the applicable Local 134 Apprentice wage schedule in Appendix 4 shall apply.
  - Technician - Apprentice
  - Building Cable Technician - Apprentice
  - Customer Engineer II - Apprentice

- (c) Employees hired into an Apprentice classification may be classified as temporary employees for the first twelve (12) months of employment and term employees for the second twelve (12) months of employment and may be discharged at any time during the first twenty-four (24) months of employment without regard to their length of service and without entitlement to receive voluntary or involuntary termination allowances. Any apprentice who remains employed beyond the twenty-fourth (24) month shall continue to progress on the Apprentice wage schedule and be reclassified from a term employee to a regular employee. An apprentice may be reclassified from temporary to term to regular at any time during the first twenty-four (24) months of employment.

#### **4 Apprentice to Journeyman Ratios**

The number of employees in the title of Technician - Apprentice, shall not exceed the ratio of three (3) such employees for each employee in the combined Journeyman titles of Building Cable Technician, Senior Technician, Systems Technician, Dedicated Customer Engineer, Customer Systems Engineer, Customer Engineer III and Systems Engineer. The foregoing ratio shall apply on any given job assignment where installation work is being performed. Apprentices may perform maintenance work for which they are qualified, while working alone and shall not be subject to the above ratios on the job. This ratio may be modified on a specific job with concurrence of the business representative.

#### **5 Contract Work**

When the Company deems it necessary to contract work or obtain additional employees through a contractor, such contracting shall not be arranged without the involvement of the General Foreman and shall be arranged through a contractor whose employees are represented by Local Union 134.

#### **6 Reporting Area and Travel Payments**

- (a) Building Cable Technician - Journeyman, Senior Technicians - Journeyman, Systems Technicians - Journeyman, Dedicated Customer Engineer - Journeyman, Customer Systems Engineer - Journeyman, and Systems Engineer - Journeyman, will be assigned regular reporting areas in one of three (3) Work Reporting Areas (WRAs) in Cook County, Illinois as follows:

- (1) The area bounded by Lake Michigan on the East, Halsted Street on the West, Division Street on the North and Roosevelt Road on the South (the Walking Area).
- (2) The area bounded by Cook County line on the North, the Eisenhower Expressway on the South, the Cook County line on the West, and Halsted Street or Lake Michigan on the East (excluding the Walking Area).

- (3) The area bounded by Eisenhower Expressway on the North, the Cook County line on the South, the Cook County line on the West, and Halsted Street or Lake Michigan on the East (excluding the Walking Area.)
- (b) Employees may be assigned to begin or end their tour anywhere within their permanently assigned WRA.
- (c) Employees whose work detail requires their tour to begin in another WRA will receive travel time based on the closest of the two:
  - time between the nearest point of the permanent WRA boundary and the temporary job assignment, or time
  - between the employee's residence and the temporary job assignment.
- (d) Employees using their personal vehicle who are assigned to a new job location, may, upon mutual agreement between management and the employee, transport their basic tools and/or minor material, and receive the following allowance:
  - \$10.00 for any day in which a new job location occurs
  - mileage reimbursement for personal vehicle per language contained in Article G24 (Transfers, Travel Allowances, and Moving Expenses), Paragraph 10.
- (e) No payments under Article G24 (Transfers, Travel Allowances, and Moving Expenses), Paragraph 6 will apply to assignments within Cook County, Illinois.
- (f) Technician - Apprentices and Building Cable Technician - Apprentices may be assigned to begin tours anywhere within Cook County.
- (g) Reassignments between WRAs will be administered by the General Foreman.
- (h) The Work Reporting Area (WRA) for Customer Engineer III - Journeyman, and Customer Engineer II - Apprentice shall be Cook County, Illinois.

**7 Force Adjustment Area (FAA)**

For the purposes of Article G20 (Force Adjustment), Cook County, Illinois shall be considered one Force Adjustment Area (FAA).



## 8 Seniority Groups

Within the geographical areas stated below, seniority groups will be established for the purposes of force adjustment under Article G20 (Force Adjustment).

- (a) All Senior Technician - Journeyman, Systems Technician - Journeyman, Building Cable Technician - Journeyman, Dedicated Customer Engineer - Journeyman, Systems Engineer - Journeyman, Customer Systems Engineer - Journeyman and Customer Engineer III - Journeyman, within the boundaries of Cook County, Illinois.
- (b) All Technician - Apprentices, Building Cable Technician - Apprentices, and Customer Engineer - II Apprentice, within the boundaries of Cook County, Illinois.
- (c) Force adjustments may be declared separately in each seniority group above.

## 9 Working Foreman

- (a) Journeymen may be temporarily assigned to a specific project or groups of projects, to direct, supervise, oversee and/or assign the work of other Journeymen assigned to the job. Normal duties will be limited to those of the projects, but may include job bidding and pre-survey activities in assistance of the foreman.
- (b) Employees so assigned will be paid differentials of (1) one dollar and fifty cents (\$1.50) per hour for each hour worked during their normal tour; (2) two dollars and twenty-five cents (\$2.25) per hour for each hour worked during overtime work compensated at the overtime rate; and (3) three dollars (\$3.00) per hour for each hour worked during overtime compensated at the double time rate.
- (c) Selection of the working foreman will be the most senior, qualified journeyman volunteer assigned to the work center. Assignments will be under the direction of the General Foreman and will be for a minimum of one month or length of the project, and limited to a period of six months. Extension beyond the six month period must be discussed with and agreed to by the union.
- (d) The provisions of 9(a) above are not to be used in place of or in addition to the provisions for management relief in Article G15 (Overtime and Other Payments) Paragraph 4.

# **10 Building and Construction Trades**

While the Union recognizes that it will be required to work on projects with non-Union workers involving the installation and/or maintenance of Company-provided products and services, the Company agrees not to require members of Local 134 to work with non-Union workers who are performing work ordinarily performed by building trades and construction Union workers.

## **11 Overtime Distribution**

Overtime will be assigned as evenly as possible within work groups.

## **12 Work Schedules**

In addition to scheduling provisions in Article CS2 (Weekly Schedules and Hours of Work), Paragraph 2, the following schedules shall be applicable to Journeymen and Apprentices assigned to installation functions.

- (a) The normal tour will consist of eight (8) hours between 8:00 AM and 5:00 PM, Monday through Friday. However, due to job site requirements or planned projects day tours may begin as early as 7:00 AM or end as late as 6:00 PM with the concurrence of the General Foremen.
- (b) An evening tour will consist of eight (8) hours between 4:00 PM and 1:00 AM Monday through Friday.
- (c) A night tour will consist of eight (8) hours between 12:00 AM and 8:00 AM Monday through Friday.
- (d) Employees assigned to evening or night tours pursuant to 12(b) or 12(c) above shall be paid a differential in the amount of ten percent (10%) of their weekly basic wage rate.

## **13 Per Diem Reimbursement**

Employees in those titles outlined in Paragraphs 3(a) and 3(b) who are required to remain away from their home locations while on temporary assignment shall be paid a per diem expense reimbursement as follows:

### **Schedule of Per Diem Expense Reimbursement When Overnight Stay is Required**

<b>Lodging Provided 1-5 Days</b>	<b>Lodging Provided Beginning 6th Day</b>	<b>Meals &amp; Lodging Provided 1-5 Days</b>	<b>Meals &amp; Lodging Provided Beginning 6th Day</b>
<b>\$35.00</b>	<b>\$40.00</b>	<b>\$3.00</b>	<b>\$5.00</b>

- (1) The per diem expense reimbursement paid when lodging only is provided covers meals, laundry, local transportation, gratuities and other expenses which the employee may incur.
- (2) The per diem expense reimbursement paid when meals and lodging are both provided, covers laundry, local transportation, gratuities and other expenses which the employee may incur.
- (3) No other expense reimbursement will be paid on days when a per diem is allowed

This page left intentionally blank.

**AT&T BUSINESS OPERATING UNITS AND DIVISIONS**

Appendix 1

AT&T Consumer Services

Business Services Enterprise (which includes AT&T Solutions)

AT&T Labs

Human Resources

Packet and Optical Network Services

International Ventures Organization

Finance

Corporate Affairs

**APPENDIX 3  
RECOGNITION**

**RECOGNITION**

**THE GEOGRAPHIC AREAS IN WHICH LOCAL UNIONS REPRESENT EMPLOYEES IN THE BARGAINING UNIT IN THE TITLES SHOWN AND CONTAINED IN APPENDIX 4 ARE SET FORTH BELOW:**

- 1 Local Union 21 – Entire State of Illinois (excluding the jurisdiction of IBEW Local 134) and Indiana Counties of Lake, Porter and Marion

Account Support Representative  
Administrative Clerk - Data  
Administrative Clerk\*  
Air Conditioning & Refrigeration Mechanic  
Communications Associate  
Composite Master Tradesworker  
Customer Engineer  
Customer Engineer I\*  
Customer Representative  
Customer Service Representative - Data\*  
Customer Software Administrator  
Customer Systems Engineer  
Data Inventory Specialist  
Data Service Coordinator\*  
Data Software Administrator  
Delivery Driver  
Dispatch Clerk - Data\*  
Distribution Technician  
Distribution Technician  
Electrician  
Five Tier Senior Clerk  
Five Tier Senior Secretary  
General Clerk - Data  
Heavy Supplies Delivery Driver  
Light Supplies Delivery Driver  
Manager's Clerk  
Marketing Clerk  
Marketing Support Specialist

---

\* Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.

Office Clerical Assistant\*  
 Project Coordinator  
 Receiver  
 Records Clerk\*  
 Repair Clerk  
 Reports Clerk\*  
 Results and Accounting Analyst - Data  
 Senior Clerk  
 Senior Marketing Clerk  
 Senior Technician  
 Service Coordinator  
 Service Order Clerk  
 Software Associate  
 Store Clerk  
 Supplies Attendant  
 Supplies Attendant - Data  
 Systems Technician  
 Truck Dispatcher

2 Local Union 134 - Cook County, Illinois

Account Support Representative  
 Building Cable Technician - Apprentice  
 Building Cable Technician - Journeyman  
 Customer Engineer I - Apprentice  
 Customer Engineer II - Apprentice  
 Customer Engineer III - Journeyman  
 Customer Systems Engineer - Journeyman  
 Dedicated Customer Engineer - Journeyman  
 Foreman  
 General Foreman  
 Senior Technician - Journeyman  
 Systems Engineer - Journeyman  
 Systems Technician - Journeyman  
 Technicians Assistant - Apprentice

3 Local Union 827 - Entire State of New Jersey

Customer Engineer  
 Customer Engineer I  
 Customer Services Support Organization (CSSO) Technician

---

\* Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.

- Customer Software Administrator
- Customer Systems Engineer
- Distribution Technician
- Senior Technician
- Service Center Clerk
- Service Center Clerk - Data
- Software Associate
- Supplies Coordinator
- Systems Technician
- 4 Local Union 1269 - States of California, Nevada, Oregon, Washington
  - Communications Technician - Toll
- 5 Local Union 1944 - State of Pennsylvania
  - Communications Assistant
  - Communications Assistant - Relay Representative
  - Information Services Agent
  - Information Services Clerk
  - Operator\*
  - Records Clerk\*
  - Reports Clerk\*
  - Senior Records Clerk - OS
  - Senior Reports Clerk - OS
  - Service Assistant\*
  - Telecommunications Relay Associate
  - Telecommunications Relay Clerk
  - TRA Administrative Associate
- 6 Local Union 2213 - Upstate New York all territory north of the Westchester County Line
  - Account Support Representative\*
  - Administrative Clerk\*
  - Communications Associate\*
  - General Clerk - Data
  - Marketing Clerk
  - Marketing Support Specialist\*
  - Office Clerical Assistant\*
  - Records Clerk\*
  - Reports Clerk\*

---

\* Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.



Senior Marketing Clerk  
Store Clerk  
Word Processing Specialist\*

7 Local Union 2222 - Massachusetts - Boston and surrounding Metropolitan Area

Clerical Assistant\*  
Customer Engineer  
Customer Engineer I  
Customer Software Administrator  
Customer Systems Engineer  
Distribution Technician  
General Clerk - Data  
Head Supplies Attendant  
Manager's Clerk  
Project Coordinator  
Records Clerk  
Reports Clerk\*  
Senior Technician  
Software Associate  
Supplies Attendant  
Systems Technician

8 Local Union 2313 - Massachusetts - Dartmouth

Bi-Lingual Operator  
Communications Assistant  
Communications Associate  
Operator  
Reports Clerk  
Service Assistant  
Store Clerk

9 Local Union 2320 - Entire State of New Hampshire

Bi-Lingual Operator  
Communications Assistant  
Communications Associate  
Customer Engineer  
Customer Engineer I  
Customer Systems Engineer

---

\* Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.

Distribution Technician  
Head Supplies Attendant  
Manager's Clerk  
Operator  
Project Coordinator  
Records Clerk  
Reports Clerk\*  
Senior Technician  
Service Assistant  
Software Associate  
Store Clerk  
Supplies Attendant  
Supplies Attendant - Data  
Systems Technician

10 Local Union 2321 - Northeast Massachusetts

Bi-Lingual Operator  
Communications Assistant  
Communications Associate\*  
Customer Engineer  
Customer Engineer I  
Customer Systems Engineer  
Distribution Technician  
Head Supplies Attendant  
Operator  
Project Coordinator  
Reports Clerk  
Senior Records Clerk - OS  
Senior Reports Clerk - OS  
Senior Technician  
Service Assistant  
Software Associate  
Store Clerk  
Supplies Attendant  
Systems Technician

11 Local Union 2322 - Southeast Massachusetts

Clerical Assistant\*

---

\* Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.

Customer Engineer  
 Customer Engineer I  
 Customer Systems Engineer  
 Distribution Technician  
 General Clerk  
 Head Supplies Attendant  
 Operator  
 Project Coordinator  
 Senior Technician  
 Service Assistant  
 Software Associate  
 Supplies Attendant  
 Supplies Attendant - Data  
 Systems Technician

12 Local Union 2323 - Entire State of Rhode Island and Northern Connecticut

Accessible Communications Associate  
 ACS Administrative Associate  
 Clerical Assistant\*  
 Communications Associate  
 Customer Engineer  
 Customer Engineer I  
 Customer Systems Engineer  
 Distribution Technician  
 Head Supplies Attendant  
 Project Coordinator  
 Senior Technician  
 Software Associate  
 Store Clerk  
 Supplies Attendant  
 Systems Technician  
 Telecommunications Relay Clerk

13 Local Union 2324 - Western Massachusetts and the rest of Connecticut

Bi-Lingual Operator  
 Clerical Assistant\*  
 Communications Assistant  
 Communications Associate\*  
 Customer Engineer

---

\* Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.

Customer Engineer I  
Customer Representative  
Customer Services Support Organization (CSSO) Technician  
Customer Systems Engineer  
Distribution Technician  
General Clerk - Data  
Head Supplies Attendant  
Manager's Clerk  
Operator  
Project Coordinator  
Records Clerk  
Reports Clerk\*  
Senior Clerk  
Senior Technician  
Service Assistant  
Software Associate  
Store Clerk  
Supplies Attendant  
Systems Technician

14 Local Union 2325 - Central Massachusetts

Clerical Assistant  
Communications Associate\*  
Customer Engineer  
Customer Engineer I  
Customer Systems Engineer  
Data Service Coordinator  
Distribution Technician  
General Clerk - Data  
Head Supplies Attendant  
Manager's Clerk  
Project Coordinator  
Senior Technician  
Software Associate  
Store Clerk  
Supplies Attendant

---

Those titles which are marked with an asterisk (\*) are titles common to employees represented by different Unions.

## 15 Systems Technician

Local Union 2326 - Entire State of Vermont  
 Clerical Assistant\*  
 Customer Engineer  
 Customer Engineer I  
 Customer Systems Engineer  
 Distribution Technician  
 Head Supplies Attendant  
 Project Coordinator  
 Senior Technician  
 Software Associate  
 Systems Technician

## 16 Local Union 2327 - Entire State of Maine

Bi-Lingual Operator  
 Clerical Assistant\*  
 Communications Assistant  
 Customer Engineer  
 Customer Engineer I  
 Customer Systems Engineer  
 Distribution Technician  
 Head Supplies Attendant  
 Operator  
 Project Coordinator  
 Reports Clerk  
 Senior Reports Clerk - OS  
 Senior Technician  
 Service Assistant  
 Software Associate  
 Supplies Attendant  
 Systems Technician

**NOTE:** Those titles listed in Paragraphs 1 through 10 above are titles applicable to employees represented by another union within (or potentially within) the same geographic areas set forth for each of the Local Unions. The Union does not claim to represent employees in those titles who are represented by another union. Those titles which are marked with an asterisk (\*) are titles common to employees represented by different unions.

This page left intentionally blank.

## APPENDIX 4

### INDEX

Titles.....	Section 1
Localities.....	Section 2
Wage Schedule Tables.....	Section 3

#### Instructions:

1. In Section 1 locate the "Title" and find the associated "WAGE TABLE" number.
2. In Section 2 locate the work "Locality" and find the associated "Wage Area".
3. In Section 3 locate the "WAGE TABLE" as determined in Section 1. Within that WAGE TABLE locate the "Wage Area" as determined in Section 2. The appropriate schedule is located under the "Wage Area"\*.

---

\* Not all "Wage Areas" are authorized in each "WAGE TABLE".

Title	Job Title Code	Wage Level	WAGE TABLE	Article
Accessible Communications Associate	0015	ACA	40	TRA1
ACS Administrative Associate	0016	ACSADM	41	TRA1
Administrative Clerk	6004			CS1
(NY Only)		SS-1	33	
(IL Only)		SS-2	33	
Administrative Clerk - Data	2922	TG-5	17	CS1
Air Conditioning and Refrigeration Mechanic	6879	TD2	30	NSL1
Bi-Lingual Operator	5004	OPER	18	OS1
Building Cable Technician - Apprentice (Local 134)	1101	APP	31	CS5
Building Cable Technician - Journeyman (Local 134)	1102	TECH	31	CS5
Clerical Assistant	0626	SS-2	3	CS1
Clerical Typist - Data	0631	B	6	CS1
Communications Assistant	5022	OPER	18	R1/TRA1
Communications Assistant - Relay Representative	9985	CA-RR	39	R1/TRA1
Communications Technician - Toll	4527	TECH	20	CTT1
Composite Master Trades Worker	9981	TD1	29	NSL1
Computer Equipment Operator - Data	2290	C	7	CS1
Coordinator Assignment - Data	5209	D	8	CS1
Coordinator Assignment - Data 6	9862	TG-6	38	CS1
Customer Engineer (Band 1)	9864	TECH	14	CS1
(Band 1 Used for Wage Clarification Purposes Only)				
Customer Engineer (Band 2)	9865	SVT	13	CS1
(Band 2 Used for Wage Clarification Purposes Only)				
Customer Engineer I	9866	TA	12	CS1
Customer Engineer II - Apprentice (Local 134)	9870	APP	31	CS5
Customer Engineer III - Journeyman (Local 134)	9871	TECH	31	CS5
Customer Service Representative - Data	3346	C	7	CS1
Customer Service Representative - Data 5	9859	TG-5	17	CS1
Customer Software Administrator	9977	TG-6	38	T1
Customer Systems Engineer – Journeyman (Local 134)	9917	TECH	31	CS5
Data Inventory Specialist (IL Only)	9943	S-2	4	CS1
Data Service Coordinator	5804	C	7	CS1
Data Service Coordinator 5	9860	TG-5	17	CS1
Data Software Administrator	5805	D	8	CS1



Appendix 4  
Section 1

Title	Job Title Code	Wage Level	WAGE TABLE	Article
Dedicated Customer Engineer – Journeyman (Local 134)	9918	TECH	31	CS5
Delivery Driver	0953	DELDVR	21	CS1
Dispatch Clerk - Data	1685	B	6	CS1
Distribution Technician (Band A)	0029	DTBA	50	T1
Distribution Technician (Band B)	0030	DTBB	51	T1
Electrician	6815	TD2	30	NSL1
Five Tier Senior Clerk	9962	Tier 2	42	NSL1
Five Tier Senior Secretary	9963	Tier 3	43	NSL1
General Clerk (CT,MA,ME,NH,RI,VT)	6016			CS1
(NJ Only)		E-3	34	
General Clerk - Data	6017	SS-1	34	
General Clerk - Data 4	9858	B	6	CS1
Head Supplies Attendant	1626	TG-4	16	CS1
Light Supplies Delivery Driver	2017	HSA	22	CS1
Manager's Clerk (CT,MA,ME,NH,RI,VT)	0127	LSDD	23	CS1
(IL Only)				T1
Marketing Clerk	6019	SS-2	35	
Office Clerical Assistant	4526	S-2	35	
Operator	2419	E-3	2	CS1
Order Clerk - Data	1691	E-1	1	CS1
Receiver	7631	OPER	18	OS1
Records Clerk (CT,IL,MA,ME,NH,NY,RI,VT)	2920	C	7	CS1
(NJ Only)		035	44	NSL1
Repair Clerk	2970			CS1
Reports Clerk (IL Only)	2983	E-3	36	
(NY Only)		SS-1	36	
Results & Accounting Analyst - Data	2113	SS-2	3	T1
Results & Accounting Analyst - Data 6	9863	SS-1	37	CS1
Senior Clerk	6028	SS-2	37	
Senior Marketing Clerk	6029	D	8	CS1
Senior Records Clerk - OS	9972	TG-6	38	CS1
Senior Reports Clerk - OS	9973	SS-2	3	CS1
Senior Technician	5203	SS-2	3	CS1
Senior Technician - Journeyman (Local 134)	9834	TG-5	17	OS1
Service Assistant	3307	TG-6	38	OS1
Service Center Clerk	4608	SRTECH	15	T1
Service Center Clerk - Data	4609	SRTECH	32	CS5
		SVCAST	19	OS1
		SVCCC	5	T1
		SVCCC	5	CS1

Title	Job Title Code	Wage Level	WAGE TABLE	Article
Service Coordinator	6068	S-2	4	T1
Service Order Clerk	3352	SS-2	3	T1
Shop Attendant	3365	SHOPAT	24	CS1
Supplies Attendant	3560	SUPPAT	25	CS1
Supplies Attendant - Data	5204	C	7	CS1
Supplies Coordinator	3532	SUPPC	26	CS1
Supplies Expeditor	3533	SUPPE	27	CS1
Supplies Expeditor - Data	5205	SED	9	CS1
Systems Engineer - Journeyman (Local 134)	9915	TECH	31	CS5
Systems Technician - Journeyman (Local 134)	6033	TECH	31	CS5
Systems Technician (Band 1) (Band 1 Used for Wage Clarification Purposes Only)	6034	TECH	14	T1
Systems Technician (Band 2) (Band 2 Used for Wage Clarification Purposes Only)	6030	SVT	13	T1
Technicians Apprentice (Local 134)	0285	APP	31	CS5
Telecommunications Relay Associate	0033	ACA	40	TRA1
Telecommunications Relay Clerk	0286	TG-6	38	TRA1
Teleconference Specialist	9993	OPER	18	OS1
TRA Administrative Associate	0036	ACSADM	41	TRA1
Truck Dispatcher	3868	TD	28	CS1
Word Processing Specialist	6036	E-3	2	CS1

LOCALITIES AND WAGE AREAS

<b>LOCALITY</b>	<b>WAGE AREA</b>	<b>LOCALITY</b>	<b>WAGE AREA</b>
<b><u>CALIFORNIA</u></b>		<b><u>CONNECTICUT</u></b>	
Anaheim	N1	Berlin	A1
Bakersfield	N1	E. Hartford	A1
Berkeley	N1	Farmington	A1
Chico	N1	Hartford	A1
Coalinga	N1	Norwalk	A1
Concord	N1	Stratford	A1
Dunnigan	N1	Wallingford	A1
Fresno	N1	West Haven	A1
Gardena	N1		
Jackson	N1	<b><u>ILLINOIS</u></b>	
Laguna Hills	N1	Addison	J1
Los Angeles	N1	Alsip	J1
Malibu	N1	Alton	J1
Marysville	N1	Arlington Heights	J1
Mission Viejo	N1	Aurora	J1
Modesto	N1	Bensenville	J1
Newhall	N1	Bloomington	J1
Oakland	N1	Bloomington	J1
Oxnard	N1	Bridgeview	J1
Pleasanton	N1	Calumet City	J1
Redding	N1	Champaign	J1
Redwood City	N1	Chicago	J1
Sacramento	N1	Collinsville	J1
Salinas	N1	Countryside	J1
San Bernardino	N1	Crestwood	J1
San Diego	N1	Crystal Lake	J1
San Francisco	N1	Danville	J1
San Jose	N1	Decatur	J1
San Luis Obispo	N1	Downers Grove	J1
Santa Barbara	N1	Elk Grove	J1
Santa Maria	N1	Geneva	J1
Santa Rosa	N1	Glendale Heights	J1
Sherman Oaks	N1	Glenview	J1
Stockton	N1	Green Rock	J1
Sunnyvale	N1	Gurnee	J1
Walnut Creek	N1	Harvey	J1
Weed	N1	Harwood Heights	J1
Yermo	N1	Hickory Hills	J1
Yuba City	N1	Hillside	J1

## LOCALITIES AND WAGE AREAS

<b>LOCALITY</b>	<b>WAGE AREA</b>	<b>LOCALITY</b>	<b>WAGE AREA</b>
<b><u>ILLINOIS</u></b>		<b><u>ILLINOIS</u></b>	
Hoffman Estates	J1	Wheeling	J1
Itasca	J1	Wood Dale	J1
Joliet	J1	Woodridge	J1
Kankakee	J1	Woodriver	J1
Lake Bluff	J1	Worth	J1
Lincoln Wood	J1		
Lisle	J1	<b><u>INDIANA</u></b>	
Lombard	J1	Griffith	H1
Loves Park	J1	Merrillville	H1
Matteson	J1		
Melrose Park	J1	<b><u>MAINE</u></b>	
Moline	J1	Augusta	A1
Monticello	J1	Bangor	A1
Morton Grove	J1	Lewiston	A1
Mt. Vernon	J1	Lisbon Center	A1
Mundelein	J1	Portland	A1
Naperville	J1	South Portland	A1
North Riverside	J1	Waterville	A1
Northbrook	J1		
Oak Brook	J1	<b><u>MASSACHUSETTS</u></b>	
Oak Brook Terrace	J1	Acton	A1
Oak Forest	J1	Andover	A1
Orland Park	J1	Attleboro	A1
Ottawa	J1	Bedford	A1
Peoria	J1	Boston	A1
Peoria Heights	J1	Braintree	A1
Philo	J1	Brighton	A1
Quincy	J1	Brockton	A1
Rockford	J1	Buzzards Bay	A1
Rolling Meadows	J1	Cambridge	A1
Schaumburg	J1	Danvers	A1
Shorewood	J1	Dedham	A1
Skokie	J1	Fairhaven	A1
Springfield	J1	Fall River	A1
Streator	J1	Framingham	A1
Urbana	J1	Hadley	A1
Vernon Hills	J1	Hingham	A1
West Chicago	J1		
West Dundee	J1		
Waukegan	J1		

LOCALITIES AND WAGE AREAS

<b>LOCALITY</b>	<b>WAGE AREA</b>	<b>LOCALITY</b>	<b>WAGE AREA</b>
<b><u>MASSACHUSETTS</u></b>		<b><u>MONTANA</u></b>	
Holyoke	A1	Billings	L2
Kingston	A1	Bozeman	L2
Lakeville	A1	Butte	L2
Lawrence	A1	Clancy	L2
Leominster	A1	Glendive	L2
Lowell	A1	Great Falls	L2
Malden	A1	Helena	L2
Mansfield	A1	Missoula	L2
Medford	A1		
Methuen	A1	<b><u>NEVADA</u></b>	
Middleboro	A1	Carson City	N1
Middleton	A1	Las Vegas	N1
Milford	A1	Reno	N1
Millis	A1		
New Bedford	A1	<b><u>NEW HAMPSHIRE</u></b>	
Norwood	A1	Bedford	A1
No. Andover	A1	Concord	A1
Peabody	A1	Dover	A1
Pittsfield	A1	Laconia	A1
Pocasset	A1	Lebanon	A1
Quincy	A1	Manchester	A1
Salisbury	A1	Nashua	A1
Southborough	A1	Newington	A1
South Boston	A1	Portsmouth	A1
Springfield	A1	Salem	A1
Taunton	A1		
Tewksbury	A1	<b><u>NEW JERSEY</u></b>	
Walpole	A1	Basking Ridge	D1
Waltham	A1	Bedminster	D1
Wareham	A1	Bellmawr	D1
Watertown	A1	Bound Brook	D1
Wayland	A1	Bridgewater	D1
Westborough	A1	Cedar Grove	D1
Westwood	A1	Cedar Knolls	D1
Weymouth	A1	Cherry Hill	D1
Woburn	A1	Cranford	D1
Worcester	A1	Dayton	D1
Yarmouthport	A1		

LOCALITIES AND WAGE AREAS

<b>LOCALITY</b>	<b>WAGE AREA</b>	<b>LOCALITY</b>	<b>WAGE AREA</b>
<b><u>NEW JERSEY</u></b>		<b><u>NEW JERSEY</u></b>	
Denville	D1	Vineland	D1
East Brunswick	D1	Wall	D1
East Newark	D1	Wayne	D1
Edgewater Park	D1	West. Orange	D1
Edison	D1	Whippany	D1
Egg Harbor	D1		
Englewood	D1	<b><u>NEW YORK</u></b>	
Englishtown	D1	Albany	C4
Evesham Twp.	D1	Amherst	C3
Fairfield	D1	Buffalo	C3
Farmingdale	D1	Clay	C4
Flanders	D1	Colonie	C4
Florham Park	D1	Dewitt	C4
Franklin Twp.	D1	Horseheads	C3
Freehold	D1	Johnson City	C4
Hackensack	D1	Kingston	C4
Hanover Twp.	D1	Liverpool	C4
Harrison	D1	Niagara Falls	C4
Hillsdale	D1	Poughkeepsie	C4
Holmdel	D1	Rochester	C3
Iselin	D1	Schenectady	C4
Lawrenceville	D1	Syracuse	C4
Marlton	D1	West Seneca	C3
Middletown	D1		
Neptune	D1	<b><u>OREGON</u></b>	
Newark	D1	Bandon	M1
New Providence	D1	Beaverton	M1
Parsippany	D1	Bend	M1
Piscataway	D1	Central Point	M1
Pleasantville	D1	Coos Bay	M1
Princeton	D1	Corvallis	M1
Rahway	D1	Eugene	M1
Riverdale	D1	Grants Pass	M1
Roseland	D1	Klamath Falls	M1
Scotch Plains	D1	La Grande	M1
Somerset	D1	Maupin	M1
South Plainfield	D1	Medford	M1
Springfield	D1	Portland	M1
Teterboro	D1		
Trenton	D1		

LOCALITIES AND WAGE AREAS

<u>LOCALITY</u>	<u>WAGE AREA</u>	<u>LOCALITY</u>	<u>WAGE AREA</u>
<b><u>OREGON</u></b>		<b><u>WASHINGTON</u></b>	
Roseburg	M1	Bellevue	M1
Salem	M1	Bellingham	M1
Tigard	M1	Camas	M1
Wilsonville	M1	Clarkston	M1
		Everett	M1
		Goldendale	M1
		Kalama	M1
		Kennewick	M1
		Kent	M1
		Longview	M1
		Moses Lake	M1
		Mt. Vernon	M1
		No. Bend	M1
		Olympia	M1
		Pasco	M1
		Seattle	M1
		Spokane	M1
		Tacoma	M1
		Yakima	M1
		Walla Walla	M1
<b><u>PENNSYLVANIA</u></b>			
Allentown	S1		
Altoona	S2		
Ft. Washington	S1		
Harrisburg	S1		
Lancaster	S1		
New Castle	S1		
Philadelphia	S1		
Pittsburgh	S1		
Pottstown	S1		
Scranton	S1		
Wayne	S1		
Williamsport	S2		
<b><u>RHODE ISLAND</u></b>			
Cranston	A2		
Newport	A2		
Portsmouth	A2		
Providence	A2		
W. Warwick	A2		
<b><u>VERMONT</u></b>			
Brattleboro	A1		
Burlington	A1		
Colchester	A1		
Northfield	A1		
Rutland	A1		
So. Burlington	A1		
St. Johnsbury	A1		
White River Jct.	A1		
Williston	A1		

**WAGE TABLE 1**  
**Level E-1**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 244	\$ 249	\$ 254
6	\$ 275	\$ 281	\$ 287
12	\$ 311	\$ 317	\$ 324
18	\$ 351	\$ 358	\$ 365
24	\$ 396	\$ 404	\$ 413
30	\$ 448	\$ 457	\$ 466
36	\$ 505	\$ 515	\$ 526
42	\$ 570	\$ 582	\$ 593
48	\$ 644	\$ 657	\$ 670
Pension Band	103	103	103

**WAGE TABLE 2**  
**Level E-3**

Wage Area - A1

Wage Area - A2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 257	\$ 262	\$ 267	\$ 252	\$ 257	\$ 262
6	\$ 293	\$ 299	\$ 305	\$ 287	\$ 293	\$ 299
12	\$ 334	\$ 341	\$ 347	\$ 328	\$ 334	\$ 341
18	\$ 381	\$ 389	\$ 396	\$ 374	\$ 381	\$ 389
24	\$ 435	\$ 444	\$ 452	\$ 426	\$ 435	\$ 443
30	\$ 496	\$ 506	\$ 516	\$ 486	\$ 496	\$ 506
36	\$ 566	\$ 577	\$ 589	\$ 554	\$ 565	\$ 577
42	\$ 645	\$ 658	\$ 671	\$ 632	\$ 645	\$ 658
48	\$ 736	\$ 751	\$ 766	\$ 721	\$ 735	\$ 750
Pension Band	107	107	107	106	106	106

Wage Area - C3

Wage Area - C4

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 272	\$ 277	\$ 283	\$ 272	\$ 277	\$ 283
6	\$ 308	\$ 314	\$ 320	\$ 308	\$ 313	\$ 320
12	\$ 348	\$ 355	\$ 362	\$ 348	\$ 354	\$ 362
18	\$ 394	\$ 402	\$ 410	\$ 393	\$ 401	\$ 409
24	\$ 446	\$ 455	\$ 464	\$ 445	\$ 453	\$ 463
30	\$ 505	\$ 515	\$ 525	\$ 503	\$ 513	\$ 523
36	\$ 571	\$ 582	\$ 594	\$ 569	\$ 580	\$ 592
42	\$ 646	\$ 659	\$ 672	\$ 643	\$ 656	\$ 669
48	\$ 731	\$ 746	\$ 761	\$ 727	\$ 742	\$ 757
Pension Band	106	106	106	106	106	106



Appendix 4  
Section 3

**WAGE TABLE 2**  
**Level E-3**

**Wage Area - D1**

**Wage Area - J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 261	\$ 266	\$ 271	\$ 271	\$ 276	\$ 282
6	\$ 296	\$ 302	\$ 308	\$ 308	\$ 314	\$ 321
12	\$ 336	\$ 343	\$ 349	\$ 351	\$ 357	\$ 365
18	\$ 382	\$ 389	\$ 397	\$ 399	\$ 406	\$ 415
24	\$ 433	\$ 442	\$ 451	\$ 454	\$ 462	\$ 472
30	\$ 492	\$ 502	\$ 512	\$ 516	\$ 526	\$ 536
36	\$ 559	\$ 569	\$ 581	\$ 587	\$ 598	\$ 610
42	\$ 634	\$ 647	\$ 660	\$ 667	\$ 680	\$ 694
48	\$ 720	\$ 734	\$ 749	\$ 759	\$ 774	\$ 789
<b>Pension Band</b>	<b>106</b>	<b>106</b>	<b>106</b>	<b>108</b>	<b>108</b>	<b>108</b>

**Wage Area - L2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 245	\$ 250	\$ 255
6	\$ 280	\$ 286	\$ 291
12	\$ 320	\$ 326	\$ 333
18	\$ 365	\$ 372	\$ 380
24	\$ 417	\$ 425	\$ 434
30	\$ 476	\$ 486	\$ 495
36	\$ 544	\$ 555	\$ 566
42	\$ 622	\$ 634	\$ 646
48	\$ 710	\$ 724	\$ 738
<b>Pension Band</b>	<b>106</b>	<b>106</b>	<b>106</b>

**WAGE TABLE 3**  
**Level SS-2**

**Wage Area - A1**

**Wage Area - A2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 264	\$ 269	\$ 274	\$ 256	\$ 261	\$ 266
6	\$ 302	\$ 308	\$ 314	\$ 293	\$ 299	\$ 305
12	\$ 346	\$ 352	\$ 359	\$ 336	\$ 343	\$ 349
18	\$ 395	\$ 403	\$ 411	\$ 385	\$ 392	\$ 400
24	\$ 452	\$ 461	\$ 470	\$ 441	\$ 449	\$ 458
30	\$ 518	\$ 528	\$ 538	\$ 505	\$ 515	\$ 525
36	\$ 592	\$ 604	\$ 616	\$ 578	\$ 590	\$ 601
42	\$ 677	\$ 691	\$ 705	\$ 663	\$ 676	\$ 689
48	\$ 775	\$ 791	\$ 807	\$ 759	\$ 774	\$ 789
<b>Pension Band</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>

**WAGE TABLE 3**  
**Level SS-2****Wage Area - C4****Wage Area - D1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 274	\$ 279	\$ 285	\$ 269	\$ 274	\$ 279
6	\$ 312	\$ 318	\$ 325	\$ 307	\$ 313	\$ 318
12	\$ 356	\$ 363	\$ 370	\$ 350	\$ 356	\$ 363
18	\$ 406	\$ 414	\$ 422	\$ 399	\$ 407	\$ 414
24	\$ 463	\$ 472	\$ 481	\$ 455	\$ 464	\$ 473
30	\$ 527	\$ 538	\$ 549	\$ 519	\$ 529	\$ 539
36	\$ 601	\$ 613	\$ 626	\$ 592	\$ 603	\$ 615
42	\$ 685	\$ 699	\$ 713	\$ 675	\$ 688	\$ 702
48	\$ 781	\$ 797	\$ 813	\$ 770	\$ 785	\$ 801
<b>Pension Band</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>

**Wage Area - H1, J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 296	\$ 302	\$ 308
6	\$ 335	\$ 342	\$ 348
12	\$ 379	\$ 386	\$ 394
18	\$ 428	\$ 437	\$ 445
24	\$ 484	\$ 494	\$ 504
30	\$ 548	\$ 559	\$ 570
36	\$ 619	\$ 632	\$ 644
42	\$ 700	\$ 714	\$ 729
48	\$ 792	\$ 808	\$ 824
<b>Pension Band</b>	<b>109</b>	<b>109</b>	<b>109</b>

**WAGE TABLE 4**  
**Level S-2****Wage Area - H1, J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 296	\$ 302	\$ 308
6	\$ 337	\$ 344	\$ 351
12	\$ 384	\$ 391	\$ 399
18	\$ 437	\$ 446	\$ 454
24	\$ 497	\$ 507	\$ 517
30	\$ 566	\$ 577	\$ 589
36	\$ 644	\$ 657	\$ 671
42	\$ 733	\$ 748	\$ 763
48	\$ 835	\$ 852	\$ 869
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>

**WAGE TABLE 5**  
**Level SVCCC**

**Wage Area - D1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 282	\$ 288	\$ 294
6	\$ 323	\$ 330	\$ 337
12	\$ 371	\$ 379	\$ 386
18	\$ 425	\$ 434	\$ 443
24	\$ 488	\$ 498	\$ 508
30	\$ 560	\$ 571	\$ 583
36	\$ 642	\$ 655	\$ 668
42	\$ 736	\$ 751	\$ 766
48	\$ 844	\$ 861	\$ 878
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>

**WAGE TABLE 6**  
**Level B**

**Wage Area - A1**

**Wage Area - A2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 257	\$ 262	\$ 267	\$ 252	\$ 257	\$ 262
6	\$ 293	\$ 299	\$ 305	\$ 287	\$ 293	\$ 299
12	\$ 334	\$ 341	\$ 347	\$ 328	\$ 334	\$ 341
18	\$ 381	\$ 389	\$ 396	\$ 374	\$ 381	\$ 389
24	\$ 435	\$ 444	\$ 452	\$ 426	\$ 435	\$ 443
30	\$ 496	\$ 506	\$ 516	\$ 486	\$ 496	\$ 506
36	\$ 566	\$ 577	\$ 589	\$ 554	\$ 565	\$ 577
42	\$ 645	\$ 658	\$ 671	\$ 632	\$ 645	\$ 658
48	\$ 736	\$ 751	\$ 766	\$ 721	\$ 735	\$ 750
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>106</b>	<b>106</b>	<b>106</b>

**Wage Area - D1**

**Wage Area - H1, J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 282	\$ 288	\$ 294	\$ 271	\$ 276	\$ 282
6	\$ 323	\$ 330	\$ 337	\$ 308	\$ 314	\$ 321
12	\$ 371	\$ 379	\$ 386	\$ 351	\$ 357	\$ 365
18	\$ 425	\$ 434	\$ 443	\$ 399	\$ 406	\$ 415
24	\$ 488	\$ 498	\$ 508	\$ 454	\$ 462	\$ 472
30	\$ 560	\$ 571	\$ 583	\$ 516	\$ 526	\$ 536
36	\$ 642	\$ 655	\$ 668	\$ 587	\$ 598	\$ 610
42	\$ 736	\$ 751	\$ 766	\$ 667	\$ 680	\$ 694
48	\$ 844	\$ 861	\$ 878	\$ 759	\$ 774	\$ 789
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>	<b>108</b>	<b>108</b>	<b>108</b>

**WAGE TABLE 6**  
**Level B****Wage Area - L2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 245	\$ 250	\$ 255
6	\$ 280	\$ 286	\$ 291
12	\$ 320	\$ 326	\$ 333
18	\$ 365	\$ 372	\$ 380
24	\$ 417	\$ 425	\$ 434
30	\$ 476	\$ 486	\$ 495
36	\$ 544	\$ 555	\$ 566
42	\$ 622	\$ 634	\$ 646
48	\$ 710	\$ 724	\$ 738
<b>Pension Band</b>	<b>106</b>	<b>106</b>	<b>106</b>

**WAGE TABLE 7**  
**Level C****Wage Area - A1****Wage Area - A2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 264	\$ 269	\$ 274	\$ 256	\$ 261	\$ 266
6	\$ 302	\$ 308	\$ 314	\$ 293	\$ 299	\$ 305
12	\$ 346	\$ 352	\$ 359	\$ 336	\$ 343	\$ 349
18	\$ 395	\$ 403	\$ 411	\$ 385	\$ 392	\$ 400
24	\$ 452	\$ 461	\$ 470	\$ 441	\$ 449	\$ 458
30	\$ 518	\$ 528	\$ 538	\$ 505	\$ 515	\$ 525
36	\$ 592	\$ 604	\$ 616	\$ 578	\$ 590	\$ 601
42	\$ 677	\$ 691	\$ 705	\$ 663	\$ 676	\$ 689
48	\$ 775	\$ 791	\$ 807	\$ 759	\$ 774	\$ 789
<b>Pension Band</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>

**Wage Area - D1****Wage Area - H1, J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 282	\$ 288	\$ 294	\$ 296	\$ 302	\$ 308
6	\$ 323	\$ 330	\$ 337	\$ 335	\$ 342	\$ 348
12	\$ 371	\$ 379	\$ 386	\$ 379	\$ 386	\$ 394
18	\$ 425	\$ 434	\$ 443	\$ 428	\$ 437	\$ 445
24	\$ 488	\$ 498	\$ 508	\$ 484	\$ 494	\$ 504
30	\$ 560	\$ 571	\$ 583	\$ 548	\$ 559	\$ 570
36	\$ 642	\$ 655	\$ 668	\$ 619	\$ 632	\$ 644
42	\$ 736	\$ 751	\$ 766	\$ 700	\$ 714	\$ 729
48	\$ 844	\$ 861	\$ 878	\$ 792	\$ 808	\$ 824
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>	<b>109</b>	<b>109</b>	<b>109</b>

**WAGE TABLE 7**  
**Level C**

Wage Area - L2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 245	\$ 250	\$ 255
6	\$ 280	\$ 286	\$ 291
12	\$ 320	\$ 326	\$ 333
18	\$ 365	\$ 372	\$ 380
24	\$ 417	\$ 425	\$ 434
30	\$ 476	\$ 486	\$ 495
36	\$ 544	\$ 555	\$ 566
42	\$ 622	\$ 634	\$ 646
48	\$ 710	\$ 724	\$ 738
Pension Band	106	106	106

**WAGE TABLE 8**  
**Level D**

Wage Area - H1, J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 282	\$ 288	\$ 294
6	\$ 329	\$ 336	\$ 343
12	\$ 383	\$ 391	\$ 399
18	\$ 446	\$ 456	\$ 465
24	\$ 520	\$ 531	\$ 542
30	\$ 606	\$ 618	\$ 631
36	\$ 706	\$ 720	\$ 735
42	\$ 823	\$ 839	\$ 857
48	\$ 959	\$ 978	\$ 998
Pension Band	116	116	116

**WAGE TABLE 9**  
**Level SED**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 342	\$ 349	\$ 356
6	\$ 385	\$ 393	\$ 401
12	\$ 434	\$ 443	\$ 451
18	\$ 488	\$ 498	\$ 508
24	\$ 550	\$ 561	\$ 572
30	\$ 619	\$ 632	\$ 644
36	\$ 697	\$ 711	\$ 726
42	\$ 785	\$ 801	\$ 817
48	\$ 884	\$ 902	\$ 920
Pension Band	113	113	113

**WAGE TABLE 10**  
**Level AR**

**Intentionally Left Blank**

**WAGE TABLE 11**  
**Level MS**

**Intentionally Left Blank**

**WAGE TABLE 12**  
**Level TA**

Wage Area - (ALL)

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 299	\$ 305	\$ 311
6	\$ 345	\$ 352	\$ 359
12	\$ 399	\$ 407	\$ 415
18	\$ 460	\$ 470	\$ 479
24	\$ 532	\$ 542	\$ 553
30	\$ 614	\$ 626	\$ 639
Pension Band	102	102	102

**WAGE TABLE 13**  
**Level SVT**

Wage Area - A1

Wage Area - A2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 319	\$ 325	\$ 332	\$ 313	\$ 319	\$ 325
6	\$ 361	\$ 368	\$ 376	\$ 354	\$ 361	\$ 368
12	\$ 409	\$ 417	\$ 426	\$ 401	\$ 409	\$ 416
18	\$ 464	\$ 472	\$ 482	\$ 454	\$ 463	\$ 471
24	\$ 525	\$ 535	\$ 546	\$ 513	\$ 523	\$ 534
30	\$ 595	\$ 606	\$ 619	\$ 581	\$ 592	\$ 604
36	\$ 673	\$ 687	\$ 701	\$ 657	\$ 671	\$ 684
42	\$ 763	\$ 778	\$ 794	\$ 744	\$ 759	\$ 774
48	\$ 864	\$ 881	\$ 899	\$ 842	\$ 859	\$ 876
51	\$ 978	\$ 998	\$1018	\$ 952	\$ 971	\$ 990
Pension Band	122	122	122	121	121	121

Wage Area - C4

Wage Area - D1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 314	\$ 320	\$ 326	\$ 307	\$ 313	\$ 319
6	\$ 355	\$ 362	\$ 369	\$ 348	\$ 355	\$ 362
12	\$ 402	\$ 410	\$ 417	\$ 395	\$ 403	\$ 411
18	\$ 455	\$ 463	\$ 472	\$ 448	\$ 457	\$ 466
24	\$ 514	\$ 524	\$ 534	\$ 509	\$ 519	\$ 529
30	\$ 582	\$ 593	\$ 605	\$ 577	\$ 589	\$ 600
36	\$ 658	\$ 671	\$ 684	\$ 655	\$ 668	\$ 681
42	\$ 744	\$ 759	\$ 774	\$ 743	\$ 758	\$ 773
48	\$ 842	\$ 859	\$ 876	\$ 843	\$ 860	\$ 877
51	\$ 952	\$ 971	\$ 990	\$ 956	\$ 975	\$ 995
Pension Band	121	121	121	122	122	122

**WAGE TABLE 13**  
**Level SVT**

Wage Area - H1, J1

Wage Area - L2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 299	\$ 305	\$ 311	\$ 287	\$ 293	\$ 299
6	\$ 340	\$ 347	\$ 354	\$ 325	\$ 332	\$ 339
12	\$ 387	\$ 394	\$ 402	\$ 368	\$ 376	\$ 383
18	\$ 440	\$ 449	\$ 457	\$ 417	\$ 425	\$ 434
24	\$ 500	\$ 510	\$ 520	\$ 472	\$ 482	\$ 492
30	\$ 569	\$ 580	\$ 592	\$ 534	\$ 545	\$ 557
36	\$ 647	\$ 660	\$ 673	\$ 605	\$ 618	\$ 630
42	\$ 735	\$ 750	\$ 765	\$ 685	\$ 699	\$ 714
48	\$ 836	\$ 853	\$ 870	\$ 776	\$ 792	\$ 808
51	\$ 952	\$ 971	\$ 990	\$ 879	\$ 897	\$ 915
<b>Pension Band</b>	<b>122</b>	<b>122</b>	<b>122</b>	<b>118</b>	<b>118</b>	<b>118</b>

**WAGE TABLE 14**  
**Level TECH**

Wage Area - A1

Wage Area - A2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 319	\$ 325	\$ 332	\$ 313	\$ 319	\$ 325
6	\$ 362	\$ 368	\$ 376	\$ 354	\$ 361	\$ 368
12	\$ 410	\$ 418	\$ 426	\$ 401	\$ 409	\$ 417
18	\$ 464	\$ 473	\$ 483	\$ 454	\$ 463	\$ 472
24	\$ 526	\$ 537	\$ 548	\$ 514	\$ 525	\$ 535
30	\$ 597	\$ 608	\$ 621	\$ 582	\$ 594	\$ 605
36	\$ 676	\$ 689	\$ 704	\$ 660	\$ 673	\$ 686
42	\$ 766	\$ 781	\$ 797	\$ 747	\$ 762	\$ 777
48	\$ 869	\$ 886	\$ 904	\$ 846	\$ 863	\$ 879
54	\$ 985	\$1004	\$1024	\$ 957	\$ 977	\$ 996
60	\$1116	\$1138	\$1161	\$1084	\$1106	\$1128
<b>Pension Band</b>	<b>122</b>	<b>122</b>	<b>122</b>	<b>121</b>	<b>121</b>	<b>121</b>

Wage Area - C4

Wage Area - D1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 314	\$ 320	\$ 326	\$ 307	\$ 313	\$ 319
6	\$ 356	\$ 363	\$ 369	\$ 349	\$ 356	\$ 363
12	\$ 403	\$ 411	\$ 418	\$ 396	\$ 404	\$ 412
18	\$ 456	\$ 465	\$ 474	\$ 451	\$ 459	\$ 468
24	\$ 517	\$ 527	\$ 537	\$ 512	\$ 522	\$ 532
30	\$ 586	\$ 597	\$ 609	\$ 582	\$ 593	\$ 605
36	\$ 663	\$ 676	\$ 689	\$ 661	\$ 674	\$ 688
42	\$ 751	\$ 766	\$ 781	\$ 752	\$ 766	\$ 782
48	\$ 851	\$ 868	\$ 885	\$ 854	\$ 871	\$ 889
54	\$ 964	\$ 983	\$1003	\$ 971	\$ 990	\$1010
60	\$1092	\$1114	\$1136	\$1103	\$1125	\$1148
<b>Pension Band</b>	<b>121</b>	<b>121</b>	<b>121</b>	<b>122</b>	<b>122</b>	<b>122</b>



**WAGE TABLE 14**  
**Level TECH**

Wage Area - H1, J1				Wage Area - L2		
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 299	\$ 305	\$ 311	\$ 287	\$ 293	\$ 299
6	\$ 341	\$ 348	\$ 354	\$ 325	\$ 332	\$ 339
12	\$ 388	\$ 396	\$ 404	\$ 369	\$ 376	\$ 384
18	\$ 442	\$ 451	\$ 460	\$ 418	\$ 426	\$ 435
24	\$ 504	\$ 514	\$ 525	\$ 473	\$ 483	\$ 493
30	\$ 575	\$ 586	\$ 598	\$ 537	\$ 547	\$ 558
36	\$ 655	\$ 668	\$ 681	\$ 608	\$ 620	\$ 633
42	\$ 746	\$ 761	\$ 776	\$ 689	\$ 703	\$ 717
48	\$ 850	\$ 867	\$ 885	\$ 781	\$ 797	\$ 812
54	\$ 969	\$ 988	\$ 1008	\$ 885	\$ 903	\$ 920
60	\$1104	\$1126	\$1149	\$1003	\$1023	\$1043
Pension Band	122	122	122	118	118	118

**WAGE TABLE 15**  
**Level SRTECH**

Wage Area - A1				Wage Area - A2		
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 319	\$ 325	\$ 332	\$ 313	\$ 319	\$ 325
6	\$ 363	\$ 370	\$ 378	\$ 356	\$ 363	\$ 370
12	\$ 414	\$ 422	\$ 431	\$ 405	\$ 413	\$ 421
18	\$ 471	\$ 480	\$ 490	\$ 461	\$ 470	\$ 479
24	\$ 537	\$ 547	\$ 558	\$ 525	\$ 535	\$ 545
30	\$ 611	\$ 623	\$ 636	\$ 597	\$ 609	\$ 621
36	\$ 696	\$ 710	\$ 724	\$ 680	\$ 693	\$ 707
42	\$ 793	\$ 808	\$ 825	\$ 774	\$ 789	\$ 804
48	\$ 903	\$ 920	\$ 939	\$ 880	\$ 898	\$ 915
54	\$1028	\$1048	\$1070	\$1002	\$1022	\$1042
60	\$1171	\$1194	\$1218	\$1140	\$1163	\$1186
Pension Band	124	124	124	122	122	122

Wage Area - D1				Wage Area - H1, J1		
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 307	\$ 313	\$ 319	\$ 299	\$ 305	\$ 311
6	\$ 351	\$ 357	\$ 364	\$ 342	\$ 349	\$ 356
12	\$ 400	\$ 408	\$ 416	\$ 392	\$ 400	\$ 408
18	\$ 457	\$ 466	\$ 475	\$ 449	\$ 458	\$ 467
24	\$ 522	\$ 532	\$ 543	\$ 514	\$ 524	\$ 535
30	\$ 596	\$ 608	\$ 620	\$ 589	\$ 600	\$ 612
36	\$ 681	\$ 694	\$ 708	\$ 674	\$ 688	\$ 701
42	\$ 777	\$ 792	\$ 808	\$ 772	\$ 787	\$ 803
48	\$ 887	\$ 905	\$ 923	\$ 884	\$ 901	\$ 920
54	\$1013	\$1033	\$1054	\$1012	\$1032	\$1053
60	\$1157	\$1180	\$1204	\$1159	\$1182	\$1206
Pension Band	124	124	124	124	124	124

**WAGE TABLE 15**  
**Level SRTECH****Wage Area - L2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 287	\$ 293	\$ 299
6	\$ 327	\$ 334	\$ 340
12	\$ 372	\$ 380	\$ 388
18	\$ 424	\$ 433	\$ 441
24	\$ 483	\$ 492	\$ 502
30	\$ 549	\$ 561	\$ 572
36	\$ 626	\$ 638	\$ 651
42	\$ 712	\$ 727	\$ 741
48	\$ 811	\$ 828	\$ 844
54	\$ 924	\$ 942	\$ 961
60	\$1052	\$1073	\$1094
<b>Pension Band</b>	<b>120</b>	<b>120</b>	<b>120</b>

**WAGE TABLE 16**  
**Level TG-4****Wage Area - A1****Wage Area - A2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 257	\$ 262	\$ 267	\$ 252	\$ 257	\$ 262
6	\$ 293	\$ 299	\$ 305	\$ 287	\$ 293	\$ 299
12	\$ 334	\$ 341	\$ 347	\$ 328	\$ 334	\$ 341
18	\$ 381	\$ 389	\$ 396	\$ 374	\$ 381	\$ 389
24	\$ 435	\$ 444	\$ 452	\$ 426	\$ 435	\$ 443
30	\$ 496	\$ 506	\$ 516	\$ 486	\$ 496	\$ 506
36	\$ 566	\$ 577	\$ 589	\$ 554	\$ 565	\$ 577
42	\$ 645	\$ 658	\$ 671	\$ 632	\$ 645	\$ 658
48	\$ 736	\$ 751	\$ 766	\$ 721	\$ 735	\$ 750
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>106</b>	<b>106</b>	<b>106</b>

**Wage Area - J1****Wage Area - S1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 281	\$ 287	\$ 293	\$ 268	\$ 273	\$ 278
6	\$ 318	\$ 325	\$ 332	\$ 304	\$ 310	\$ 316
12	\$ 360	\$ 368	\$ 375	\$ 346	\$ 353	\$ 359
18	\$ 408	\$ 416	\$ 425	\$ 393	\$ 401	\$ 408
24	\$ 462	\$ 471	\$ 481	\$ 447	\$ 455	\$ 464
30	\$ 523	\$ 534	\$ 544	\$ 507	\$ 517	\$ 527
36	\$ 592	\$ 604	\$ 616	\$ 576	\$ 588	\$ 599
42	\$ 670	\$ 684	\$ 697	\$ 655	\$ 668	\$ 681
48	\$ 759	\$ 774	\$ 789	\$ 744	\$ 759	\$ 774
<b>Pension Band</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>107</b>	<b>107</b>	<b>107</b>

**WAGE TABLE 16**  
**Level TG-4**

Wage Area - S2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 260	\$ 265	\$ 270
6	\$ 296	\$ 301	\$ 307
12	\$ 336	\$ 343	\$ 349
18	\$ 382	\$ 389	\$ 397
24	\$ 434	\$ 443	\$ 451
30	\$ 494	\$ 503	\$ 513
36	\$ 561	\$ 572	\$ 584
42	\$ 638	\$ 651	\$ 664
48	\$ 725	\$ 740	\$ 755
Pension Band	106	106	106

**WAGE TABLE 17**  
**Level TG-5**

Wage Area - A1

Wage Area - A2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 268	\$ 273	\$ 278	\$ 259	\$ 264	\$ 269
6	\$ 306	\$ 312	\$ 318	\$ 297	\$ 302	\$ 308
12	\$ 350	\$ 357	\$ 364	\$ 340	\$ 346	\$ 353
18	\$ 401	\$ 408	\$ 416	\$ 389	\$ 397	\$ 404
24	\$ 458	\$ 467	\$ 476	\$ 446	\$ 454	\$ 463
30	\$ 524	\$ 534	\$ 544	\$ 510	\$ 520	\$ 531
36	\$ 599	\$ 611	\$ 623	\$ 585	\$ 596	\$ 608
42	\$ 685	\$ 699	\$ 712	\$ 670	\$ 683	\$ 697
48	\$ 783	\$ 799	\$ 815	\$ 767	\$ 782	\$ 798
Pension Band	109	109	109	108	108	108

Wage Area - H1, J1

Wage Area - S1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 285	\$ 291	\$ 297	\$ 274	\$ 279	\$ 285
6	\$ 325	\$ 332	\$ 338	\$ 313	\$ 319	\$ 326
12	\$ 370	\$ 378	\$ 386	\$ 358	\$ 364	\$ 372
18	\$ 422	\$ 431	\$ 439	\$ 409	\$ 416	\$ 425
24	\$ 481	\$ 491	\$ 501	\$ 467	\$ 476	\$ 485
30	\$ 548	\$ 559	\$ 570	\$ 533	\$ 544	\$ 555
36	\$ 624	\$ 637	\$ 650	\$ 609	\$ 621	\$ 634
42	\$ 712	\$ 726	\$ 741	\$ 696	\$ 710	\$ 724
48	\$ 811	\$ 827	\$ 844	\$ 795	\$ 811	\$ 827
Pension Band	110	110	110	109	109	109

**WAGE TABLE 17**  
**Level TG-5**

Wage Area - S2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 269	\$ 274	\$ 279
6	\$ 307	\$ 313	\$ 318
12	\$ 350	\$ 357	\$ 364
18	\$ 400	\$ 407	\$ 415
24	\$ 456	\$ 465	\$ 474
30	\$ 520	\$ 530	\$ 541
36	\$ 594	\$ 605	\$ 617
42	\$ 677	\$ 691	\$ 704
48	\$ 773	\$ 788	\$ 804
Pension Band	108	108	108

**WAGE TABLE 18**  
**Level OPER**

Wage Area - A1  
(Excludes MA)

Wage Area - A1  
(MA Only)

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 257	\$ 262	\$ 267	\$ 255	\$ 260	\$ 265
6	\$ 293	\$ 299	\$ 305	\$ 292	\$ 297	\$ 303
12	\$ 334	\$ 341	\$ 347	\$ 334	\$ 340	\$ 347
18	\$ 381	\$ 389	\$ 396	\$ 382	\$ 389	\$ 397
24	\$ 435	\$ 444	\$ 452	\$ 437	\$ 445	\$ 454
30	\$ 496	\$ 506	\$ 516	\$ 500	\$ 510	\$ 519
36	\$ 566	\$ 577	\$ 589	\$ 572	\$ 583	\$ 594
42	\$ 645	\$ 658	\$ 671	\$ 654	\$ 667	\$ 680
48	\$ 736	\$ 751	\$ 766	\$ 748	\$ 763	\$ 778
Pension Band	107	107	107	107	107	107

Wage Area - A2

Wage Area - S1, S2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 252	\$ 257	\$ 262	\$ 255	\$ 260	\$ 265
6	\$ 287	\$ 293	\$ 299	\$ 292	\$ 297	\$ 303
12	\$ 328	\$ 334	\$ 341	\$ 334	\$ 340	\$ 347
18	\$ 374	\$ 381	\$ 389	\$ 382	\$ 389	\$ 397
24	\$ 426	\$ 435	\$ 443	\$ 437	\$ 445	\$ 454
30	\$ 486	\$ 496	\$ 506	\$ 500	\$ 510	\$ 519
36	\$ 554	\$ 565	\$ 577	\$ 572	\$ 583	\$ 594
42	\$ 632	\$ 645	\$ 658	\$ 654	\$ 667	\$ 680
48	\$ 721	\$ 735	\$ 750	\$ 748	\$ 763	\$ 778
Pension Band	106	106	106	107	107	107

**WAGE TABLE 19**  
**Level SVCAST**

Wage Area - A1 (Excludes MA)				Wage Area - A1 (MA Only)		
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 283	\$ 289	\$ 295	\$ 279	\$ 285	\$ 291
6	\$ 321	\$ 328	\$ 334	\$ 318	\$ 325	\$ 332
12	\$ 364	\$ 371	\$ 379	\$ 363	\$ 370	\$ 378
18	\$ 412	\$ 421	\$ 429	\$ 414	\$ 422	\$ 431
24	\$ 467	\$ 477	\$ 487	\$ 472	\$ 481	\$ 491
30	\$ 530	\$ 541	\$ 552	\$ 538	\$ 549	\$ 560
36	\$ 601	\$ 613	\$ 625	\$ 613	\$ 626	\$ 638
42	\$ 681	\$ 694	\$ 709	\$ 699	\$ 713	\$ 727
48	\$ 772	\$ 787	\$ 803	\$ 797	\$ 813	\$ 829
<b>Pension Band</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>109</b>	<b>109</b>	<b>109</b>

**Wage Area - A2**

**Wage Area - S1, S2**

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 275	\$ 281	\$ 287	\$ 279	\$ 285	\$ 291
6	\$ 312	\$ 319	\$ 325	\$ 318	\$ 325	\$ 332
12	\$ 354	\$ 361	\$ 369	\$ 363	\$ 370	\$ 378
18	\$ 401	\$ 409	\$ 418	\$ 414	\$ 422	\$ 431
24	\$ 455	\$ 464	\$ 474	\$ 472	\$ 481	\$ 491
30	\$ 516	\$ 526	\$ 537	\$ 538	\$ 549	\$ 560
36	\$ 585	\$ 597	\$ 609	\$ 613	\$ 626	\$ 638
42	\$ 663	\$ 677	\$ 690	\$ 699	\$ 713	\$ 727
48	\$ 752	\$ 767	\$ 782	\$ 797	\$ 813	\$ 829
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>109</b>	<b>109</b>	<b>109</b>

**WAGE TABLE 20**  
**Level TECH**

**Wage Area - M1**

**Wage Area - N1**

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 318	\$ 324	\$ 330	\$ 335	\$ 342	\$ 349
6	\$ 359	\$ 365	\$ 372	\$ 376	\$ 384	\$ 392
12	\$ 405	\$ 412	\$ 420	\$ 422	\$ 431	\$ 440
18	\$ 456	\$ 465	\$ 474	\$ 474	\$ 483	\$ 493
24	\$ 515	\$ 524	\$ 535	\$ 532	\$ 543	\$ 554
30	\$ 580	\$ 592	\$ 603	\$ 597	\$ 609	\$ 621
36	\$ 654	\$ 667	\$ 680	\$ 670	\$ 683	\$ 697
42	\$ 738	\$ 753	\$ 768	\$ 752	\$ 767	\$ 782
48	\$ 833	\$ 849	\$ 866	\$ 844	\$ 861	\$ 878
54	\$ 939	\$ 957	\$ 977	\$ 947	\$ 966	\$ 986
60	\$1059	\$1080	\$1102	\$1063	\$1084	\$1106
<b>Pension Band</b>	<b>120</b>	<b>120</b>	<b>120</b>	<b>120</b>	<b>120</b>	<b>120</b>

**WAGE TABLE 21**  
**Level DELDVR**

Wage Area - H1, J1

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 299	\$ 305	\$ 311
6	\$ 346	\$ 353	\$ 360
12	\$ 401	\$ 409	\$ 417
18	\$ 464	\$ 473	\$ 483
24	\$ 537	\$ 548	\$ 559
30	\$ 622	\$ 635	\$ 647
36	\$ 721	\$ 735	\$ 750
42	\$ 834	\$ 851	\$ 868
48	\$ 966	\$ 985	\$1005
<b>Pension Band</b>	<b>116</b>	<b>116</b>	<b>116</b>

**WAGE TABLE 22**  
**Level HSA**

Wage Area - A1, A2

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 342	\$ 349	\$ 356
6	\$ 385	\$ 393	\$ 401
12	\$ 434	\$ 443	\$ 451
18	\$ 488	\$ 498	\$ 508
24	\$ 550	\$ 561	\$ 572
30	\$ 619	\$ 632	\$ 644
36	\$ 697	\$ 711	\$ 726
42	\$ 785	\$ 801	\$ 817
48	\$ 884	\$ 902	\$ 920
<b>Pension Band</b>	<b>113</b>	<b>113</b>	<b>113</b>

**WAGE TABLE 23**  
**Level LSDD**

Wage Area - H1, J1

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 291	\$ 297	\$ 303
6	\$ 335	\$ 342	\$ 349
12	\$ 386	\$ 394	\$ 402
18	\$ 444	\$ 453	\$ 463
24	\$ 512	\$ 522	\$ 533
30	\$ 589	\$ 601	\$ 613
36	\$ 679	\$ 692	\$ 706
42	\$ 782	\$ 797	\$ 813
48	\$ 900	\$ 918	\$ 936
<b>Pension Band</b>	<b>113</b>	<b>113</b>	<b>113</b>

**WAGE TABLE 24**  
**Level SHOPAT**

Wage Area - L2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 286	\$ 292	\$ 298
6	\$ 327	\$ 334	\$ 341
12	\$ 374	\$ 382	\$ 389
18	\$ 427	\$ 436	\$ 445
24	\$ 489	\$ 499	\$ 509
30	\$ 559	\$ 570	\$ 582
36	\$ 639	\$ 652	\$ 665
42	\$ 730	\$ 745	\$ 760
48	\$ 835	\$ 852	\$ 869
Pension Band	111	111	111

**WAGE TABLE 25**  
**Level SUPPAT**

Wage Area - A1, A2

Wage Area - H1, J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 293	\$ 299	\$ 305	\$ 291	\$ 297	\$ 303
6	\$ 333	\$ 340	\$ 347	\$ 335	\$ 342	\$ 349
12	\$ 379	\$ 387	\$ 394	\$ 386	\$ 394	\$ 402
18	\$ 431	\$ 440	\$ 449	\$ 444	\$ 453	\$ 463
24	\$ 490	\$ 500	\$ 510	\$ 512	\$ 522	\$ 533
30	\$ 557	\$ 569	\$ 580	\$ 589	\$ 601	\$ 613
36	\$ 634	\$ 647	\$ 660	\$ 679	\$ 692	\$ 706
42	\$ 721	\$ 735	\$ 750	\$ 782	\$ 797	\$ 813
48	\$ 820	\$ 836	\$ 853	\$ 900	\$ 918	\$ 936
Pension Band	110	110	110	113	113	113

**WAGE TABLE 26**  
**Level SUPPC**

Wage Area - D1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 282	\$ 288	\$ 294
6	\$ 329	\$ 336	\$ 343
12	\$ 383	\$ 391	\$ 399
18	\$ 446	\$ 456	\$ 465
24	\$ 520	\$ 531	\$ 542
30	\$ 606	\$ 618	\$ 631
36	\$ 706	\$ 720	\$ 735
42	\$ 823	\$ 839	\$ 857
48	\$ 959	\$ 978	\$ 998
Pension Band	116	116	116

**WAGE TABLE 27**  
**Level SUPPE**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 299	\$ 305	\$ 311
6	\$ 341	\$ 348	\$ 354
12	\$ 388	\$ 396	\$ 404
18	\$ 442	\$ 451	\$ 460
24	\$ 504	\$ 514	\$ 525
30	\$ 575	\$ 586	\$ 598
36	\$ 655	\$ 668	\$ 681
42	\$ 746	\$ 761	\$ 776
48	\$ 850	\$ 867	\$ 885
54	\$ 969	\$ 988	\$1008
60	\$1104	\$1126	\$1149
Pension Band	122	122	122

**WAGE TABLE 28**  
**Level TD**

Wage Area - H1, J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 299	\$ 305	\$ 311
6	\$ 341	\$ 348	\$ 354
12	\$ 388	\$ 396	\$ 404
18	\$ 442	\$ 451	\$ 460
24	\$ 504	\$ 514	\$ 525
30	\$ 575	\$ 586	\$ 598
36	\$ 655	\$ 668	\$ 681
42	\$ 746	\$ 761	\$ 776
48	\$ 850	\$ 867	\$ 885
54	\$ 969	\$ 988	\$1008
60	\$1104	\$1126	\$1149
Pension Band	122	122	122

**WAGE TABLE 29**  
**Level TD1**

Wage Area - H1

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 800.17	\$ 816.17	\$ 832.49	\$ 826.37	\$ 842.90	\$ 859.76
6	\$ 857.69	\$ 874.84	\$ 892.34	\$ 888.37	\$ 906.14	\$ 924.26
12	\$ 919.35	\$ 937.73	\$ 956.49	\$ 955.02	\$ 974.12	\$ 993.60
18	\$ 985.43	\$1005.14	\$1025.25	\$1027.67	\$1047.20	\$1068.15
24	\$1056.27	\$1077.40	\$1098.95	\$1103.69	\$1125.76	\$1148.28
Pension Band	121	121	121	123	123	123



**WAGE TABLE 30**  
**Level TD2**

Wage Area - H1

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 800.17	\$ 816.17	\$ 832.49	\$ 826.37	\$ 842.90	\$ 859.76
6	\$ 846.15	\$ 863.07	\$ 880.33	\$ 877.04	\$ 894.59	\$ 912.48
12	\$ 894.78	\$ 912.67	\$ 930.92	\$ 930.82	\$ 949.44	\$ 968.43
18	\$ 946.20	\$ 965.12	\$ 984.42	\$ 987.90	\$1007.66	\$1027.82
24	\$1000.57	\$1020.58	\$1040.99	\$1048.48	\$1069.45	\$1090.84
30	\$1058.07	\$1079.23	\$1100.82	\$1112.77	\$1135.03	\$1157.73
36	\$1118.87	\$1141.25	\$1164.08	\$1181.01	\$1204.63	\$1228.72
Pension Band	124	124	124	126	126	126

**WAGE TABLE 31**  
**Level APP/TE**  
**(Local 134 ONLY)**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 427.90	\$ 436.46	\$ 445.19
6	\$ 470.44	\$ 479.85	\$ 489.45
12	\$ 517.21	\$ 527.55	\$ 538.10
18	\$ 568.62	\$ 580.00	\$ 591.60
24	\$ 625.15	\$ 637.65	\$ 650.41
30	\$ 687.30	\$ 701.04	\$ 715.07
36	\$ 755.62	\$ 770.73	\$ 786.15
42	\$ 830.74	\$ 847.35	\$ 864.30
48	\$ 913.33	\$ 931.59	\$ 950.22
54	\$1004.12	\$1024.20	\$1044.69
60	\$1103.94	\$1126.02	\$1148.54
Pension Band	122	122	122

**WAGE TABLE 32**  
**Level SRTECH**  
**(Local 134 ONLY)**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 299	\$ 305	\$ 311
6	\$ 354	\$ 361	\$ 368
12	\$ 420	\$ 428	\$ 436
18	\$ 497	\$ 507	\$ 517
24	\$ 589	\$ 600	\$ 612
30	\$ 697	\$ 711	\$ 725
36	\$ 826	\$ 842	\$ 859
42	\$ 978	\$ 998	\$1018
48	\$1159	\$1182	\$1206
Pension Band	124	124	124

**WAGE TABLE 33**  
**Level SS-1**

Wage Area - C3				Wage Area - C4		
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 272	\$ 277	\$ 283	\$ 272	\$ 277	\$ 283
6	\$ 309	\$ 315	\$ 322	\$ 309	\$ 315	\$ 321
12	\$ 351	\$ 358	\$ 366	\$ 351	\$ 358	\$ 365
18	\$ 399	\$ 407	\$ 415	\$ 399	\$ 406	\$ 415
24	\$ 454	\$ 463	\$ 472	\$ 453	\$ 462	\$ 471
30	\$ 516	\$ 526	\$ 537	\$ 514	\$ 524	\$ 535
36	\$ 587	\$ 598	\$ 610	\$ 584	\$ 596	\$ 608
42	\$ 667	\$ 680	\$ 693	\$ 664	\$ 677	\$ 690
48	\$ 758	\$ 773	\$ 788	\$ 754	\$ 769	\$ 784
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>107</b>

**WAGE TABLE 33**  
**Level SS-2**

Wage Area - J1			
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 296	\$ 302	\$ 308
6	\$ 335	\$ 342	\$ 348
12	\$ 379	\$ 386	\$ 394
18	\$ 428	\$ 437	\$ 445
24	\$ 484	\$ 494	\$ 504
30	\$ 548	\$ 559	\$ 570
36	\$ 619	\$ 632	\$ 644
42	\$ 700	\$ 714	\$ 729
48	\$ 792	\$ 808	\$ 824
<b>Pension Band</b>	<b>109</b>	<b>109</b>	<b>109</b>

**WAGE TABLE 34**  
**Level E-3**

Wage Area - A1				Wage Area - A2		
End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 257	\$ 262	\$ 267	\$ 252	\$ 257	\$ 262
6	\$ 293	\$ 299	\$ 305	\$ 287	\$ 293	\$ 299
12	\$ 334	\$ 341	\$ 347	\$ 328	\$ 334	\$ 341
18	\$ 381	\$ 389	\$ 396	\$ 374	\$ 381	\$ 389
24	\$ 435	\$ 444	\$ 452	\$ 426	\$ 435	\$ 443
30	\$ 496	\$ 506	\$ 516	\$ 486	\$ 496	\$ 506
36	\$ 566	\$ 577	\$ 589	\$ 554	\$ 565	\$ 577
42	\$ 645	\$ 658	\$ 671	\$ 632	\$ 645	\$ 658
48	\$ 736	\$ 751	\$ 766	\$ 721	\$ 735	\$ 750
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>106</b>	<b>106</b>	<b>106</b>

**WAGE TABLE 34**  
**Level SS-1**

Wage Area - D1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 264	\$ 269	\$ 274
6	\$ 301	\$ 306	\$ 312
12	\$ 342	\$ 349	\$ 355
18	\$ 389	\$ 397	\$ 404
24	\$ 443	\$ 452	\$ 461
30	\$ 504	\$ 514	\$ 524
36	\$ 574	\$ 586	\$ 597
42	\$ 654	\$ 667	\$ 680
48	\$ 744	\$ 759	\$ 774
Pension Band	107	107	107

**WAGE TABLE 35**  
**Level S-2**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 296	\$ 302	\$ 308
6	\$ 337	\$ 344	\$ 351
12	\$ 384	\$ 391	\$ 399
18	\$ 437	\$ 446	\$ 454
24	\$ 497	\$ 507	\$ 517
30	\$ 566	\$ 577	\$ 589
36	\$ 644	\$ 657	\$ 671
42	\$ 733	\$ 748	\$ 763
48	\$ 835	\$ 852	\$ 869
Pension Band	111	111	111

**WAGE TABLE 35**  
**Level SS-2**

Wage Area - A1

Wage Area - A2

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 264	\$ 269	\$ 274	\$ 256	\$ 261	\$ 266
6	\$ 302	\$ 308	\$ 314	\$ 293	\$ 299	\$ 305
12	\$ 346	\$ 352	\$ 359	\$ 336	\$ 343	\$ 349
18	\$ 395	\$ 403	\$ 411	\$ 385	\$ 392	\$ 400
24	\$ 452	\$ 461	\$ 470	\$ 441	\$ 449	\$ 458
30	\$ 518	\$ 528	\$ 538	\$ 505	\$ 515	\$ 525
36	\$ 592	\$ 604	\$ 616	\$ 578	\$ 590	\$ 601
42	\$ 677	\$ 691	\$ 705	\$ 663	\$ 676	\$ 689
48	\$ 775	\$ 791	\$ 807	\$ 759	\$ 774	\$ 789
Pension Band	108	108	108	108	108	108

**WAGE TABLE 36**  
**Level E-3****Wage Area - A1****Wage Area - A2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 257	\$ 262	\$ 267	\$ 252	\$ 257	\$ 262
6	\$ 293	\$ 299	\$ 305	\$ 287	\$ 293	\$ 299
12	\$ 334	\$ 341	\$ 347	\$ 328	\$ 334	\$ 341
18	\$ 381	\$ 389	\$ 396	\$ 374	\$ 381	\$ 389
24	\$ 435	\$ 444	\$ 452	\$ 426	\$ 435	\$ 443
30	\$ 496	\$ 506	\$ 516	\$ 486	\$ 496	\$ 506
36	\$ 566	\$ 577	\$ 589	\$ 554	\$ 565	\$ 577
42	\$ 645	\$ 658	\$ 671	\$ 632	\$ 645	\$ 658
48	\$ 736	\$ 751	\$ 766	\$ 721	\$ 735	\$ 750
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>	<b>106</b>	<b>106</b>	<b>106</b>

**Wage Area - C3****Wage Area - C4**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 272	\$ 277	\$ 283	\$ 272	\$ 277	\$ 283
6	\$ 308	\$ 314	\$ 320	\$ 308	\$ 313	\$ 320
12	\$ 348	\$ 355	\$ 362	\$ 348	\$ 354	\$ 362
18	\$ 394	\$ 402	\$ 410	\$ 393	\$ 401	\$ 409
24	\$ 446	\$ 455	\$ 464	\$ 445	\$ 453	\$ 463
30	\$ 505	\$ 515	\$ 525	\$ 503	\$ 513	\$ 523
36	\$ 571	\$ 582	\$ 594	\$ 569	\$ 580	\$ 592
42	\$ 646	\$ 659	\$ 672	\$ 643	\$ 656	\$ 669
48	\$ 731	\$ 746	\$ 761	\$ 727	\$ 742	\$ 757
<b>Pension Band</b>	<b>106</b>	<b>106</b>	<b>106</b>	<b>106</b>	<b>106</b>	<b>106</b>

**Wage Area - J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 271	\$ 276	\$ 282
6	\$ 308	\$ 314	\$ 321
12	\$ 351	\$ 357	\$ 365
18	\$ 399	\$ 406	\$ 415
24	\$ 454	\$ 462	\$ 472
30	\$ 516	\$ 526	\$ 536
36	\$ 587	\$ 598	\$ 610
42	\$ 667	\$ 680	\$ 694
48	\$ 759	\$ 774	\$ 789
<b>Pension Band</b>	<b>108</b>	<b>108</b>	<b>108</b>

**WAGE TABLE 36**  
**Level SS-1**

Wage Area - D1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 264	\$ 269	\$ 274
6	\$ 301	\$ 306	\$ 312
12	\$ 342	\$ 349	\$ 355
18	\$ 389	\$ 397	\$ 404
24	\$ 443	\$ 452	\$ 461
30	\$ 504	\$ 514	\$ 524
36	\$ 574	\$ 586	\$ 597
42	\$ 654	\$ 667	\$ 680
48	\$ 744	\$ 759	\$ 774
Pension Band	107	107	107

**WAGE TABLE 37**  
**Level SS-1**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 281	\$ 287	\$ 293
6	\$ 319	\$ 326	\$ 333
12	\$ 362	\$ 370	\$ 378
18	\$ 412	\$ 420	\$ 429
24	\$ 468	\$ 477	\$ 487
30	\$ 531	\$ 542	\$ 553
36	\$ 603	\$ 616	\$ 628
42	\$ 685	\$ 699	\$ 713
48	\$ 778	\$ 794	\$ 810
Pension Band	108	108	108

**WAGE TABLE 37**  
**Level SS-2**

Wage Area - C3

Wage Area - C4

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 274	\$ 279	\$ 285	\$ 274	\$ 279	\$ 285
6	\$ 312	\$ 318	\$ 325	\$ 312	\$ 318	\$ 325
12	\$ 356	\$ 363	\$ 371	\$ 356	\$ 363	\$ 370
18	\$ 406	\$ 414	\$ 423	\$ 406	\$ 414	\$ 422
24	\$ 463	\$ 472	\$ 482	\$ 463	\$ 472	\$ 481
30	\$ 529	\$ 539	\$ 550	\$ 527	\$ 538	\$ 549
36	\$ 603	\$ 615	\$ 627	\$ 601	\$ 613	\$ 626
42	\$ 687	\$ 701	\$ 715	\$ 685	\$ 699	\$ 713
48	\$ 784	\$ 800	\$ 816	\$ 781	\$ 797	\$ 813
Pension Band	109	109	109	108	108	108

**WAGE TABLE 38**  
**Level TG-6**

**Wage Area - A1**

**Wage Area - A2**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 281	\$ 287	\$ 293	\$ 272	\$ 277	\$ 283
6	\$ 322	\$ 329	\$ 336	\$ 313	\$ 318	\$ 325
12	\$ 369	\$ 377	\$ 385	\$ 359	\$ 366	\$ 374
18	\$ 423	\$ 432	\$ 441	\$ 413	\$ 420	\$ 429
24	\$ 485	\$ 495	\$ 505	\$ 474	\$ 483	\$ 493
30	\$ 556	\$ 567	\$ 579	\$ 545	\$ 555	\$ 567
36	\$ 637	\$ 650	\$ 663	\$ 626	\$ 638	\$ 651
42	\$ 730	\$ 745	\$ 760	\$ 719	\$ 734	\$ 748
48	\$ 837	\$ 854	\$ 871	\$ 826	\$ 843	\$ 860
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>	<b>110</b>	<b>110</b>	<b>110</b>

**Wage Area - D1**

**Wage Area - H1, J1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 284	\$ 290	\$ 296	\$ 296	\$ 302	\$ 308
6	\$ 326	\$ 333	\$ 340	\$ 339	\$ 345	\$ 352
12	\$ 374	\$ 382	\$ 390	\$ 387	\$ 395	\$ 403
18	\$ 430	\$ 438	\$ 447	\$ 443	\$ 452	\$ 461
24	\$ 493	\$ 503	\$ 513	\$ 507	\$ 517	\$ 527
30	\$ 566	\$ 577	\$ 589	\$ 580	\$ 591	\$ 603
36	\$ 650	\$ 663	\$ 676	\$ 663	\$ 676	\$ 690
42	\$ 746	\$ 761	\$ 776	\$ 759	\$ 774	\$ 789
48	\$ 856	\$ 873	\$ 890	\$ 868	\$ 885	\$ 903
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>	<b>112</b>	<b>112</b>	<b>112</b>

**Wage Area - S1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 285	\$ 291	\$ 297
6	\$ 327	\$ 333	\$ 340
12	\$ 374	\$ 382	\$ 390
18	\$ 429	\$ 437	\$ 446
24	\$ 491	\$ 501	\$ 511
30	\$ 563	\$ 574	\$ 586
36	\$ 645	\$ 658	\$ 671
42	\$ 738	\$ 753	\$ 768
48	\$ 846	\$ 863	\$ 880
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>

**WAGE TABLE 39**  
**Level CA-RR**

**Wage Area - S1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 314	\$ 320	\$ 326
6	\$ 347	\$ 353	\$ 360
12	\$ 383	\$ 390	\$ 398
18	\$ 422	\$ 431	\$ 439
24	\$ 466	\$ 476	\$ 485
30	\$ 515	\$ 525	\$ 535
36	\$ 568	\$ 580	\$ 591
42	\$ 627	\$ 640	\$ 653
<b>Pension Band</b>	<b>105</b>	<b>105</b>	<b>105</b>

**WAGE TABLE 40**  
**Level ACA**

**Wage Area - A2**

**Wage Area - S1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 277	\$ 283	\$ 289	\$ 303	\$ 309	\$ 315
6	\$ 308	\$ 314	\$ 320	\$ 315	\$ 321	\$ 327
12	\$ 334	\$ 341	\$ 348	\$ 333	\$ 340	\$ 347
18	\$ 362	\$ 369	\$ 376	\$ 353	\$ 360	\$ 367
24	\$ 390	\$ 398	\$ 406	\$ 383	\$ 391	\$ 399
30	\$ 463	\$ 472	\$ 481	\$ 419	\$ 427	\$ 436
36	\$ 519	\$ 529	\$ 540	\$ 473	\$ 482	\$ 492
42	\$ 550	\$ 561	\$ 572	\$ 538	\$ 549	\$ 560
48	\$ 610	\$ 622	\$ 634	\$ 610	\$ 622	\$ 634
<b>Pension Band</b>	<b>102</b>	<b>102</b>	<b>102</b>	<b>102</b>	<b>102</b>	<b>102</b>

**WAGE TABLE 41**  
**Level ACSADM**

**Wage Area - A2, S1**

<b>End Of Month</b>	<b>Eff. 05/12/02</b>	<b>Eff. 11/10/02</b>	<b>Eff. 05/11/03</b>
0	\$ 308	\$ 314	\$ 320
6	\$ 338	\$ 345	\$ 351
12	\$ 371	\$ 378	\$ 386
18	\$ 407	\$ 415	\$ 423
24	\$ 447	\$ 456	\$ 464
30	\$ 490	\$ 500	\$ 510
36	\$ 538	\$ 549	\$ 559
42	\$ 590	\$ 602	\$ 614
48	\$ 648	\$ 661	\$ 674
<b>Pension Band</b>	<b>104</b>	<b>104</b>	<b>104</b>

**WAGE TABLE 42**  
**Level TIER 2**

Wage Area - H1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 483	\$ 493	\$ 503
6	\$ 509	\$ 519	\$ 530
12	\$ 536	\$ 547	\$ 558
18	\$ 564	\$ 576	\$ 587
24	\$ 594	\$ 606	\$ 618
30	\$ 625	\$ 638	\$ 651
36	\$ 658	\$ 672	\$ 685
42	\$ 693	\$ 708	\$ 722
48	\$ 730	\$ 745	\$ 760
<b>Pension Band</b>	<b>107</b>	<b>107</b>	<b>107</b>

**WAGE TABLE 43**  
**Level TIER 3**

Wage Area - H1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 564	\$ 575	\$ 587
6	\$ 592	\$ 604	\$ 617
12	\$ 622	\$ 635	\$ 648
18	\$ 654	\$ 667	\$ 680
24	\$ 687	\$ 700	\$ 715
30	\$ 721	\$ 736	\$ 751
36	\$ 758	\$ 773	\$ 788
42	\$ 796	\$ 812	\$ 828
48	\$ 836	\$ 853	\$ 870
<b>Pension Band</b>	<b>111</b>	<b>111</b>	<b>111</b>

**WAGE TABLE 44**  
**Level 035**

Wage Area - J1

End Of Month	Eff. 05/12/02	Eff. 11/10/02	Eff. 05/11/03
0	\$ 580.48	\$ 592.09	\$ 603.93
3	\$ 623.69	\$ 636.16	\$ 648.88
6	\$ 670.11	\$ 683.51	\$ 697.18
9	\$ 719.99	\$ 734.39	\$ 749.07
12	\$ 773.58	\$ 789.05	\$ 804.83
<b>Pension Band</b>	<b>109</b>	<b>109</b>	<b>109</b>



**WAGE TABLE 45**  
**Level ISA**

**Intentionally Left Blank**

**WAGE TABLE 46**  
**Level ISC**

**Intentionally Left Blank**

**WAGE TABLE 47**  
**Level COMSAC**

**Intentionally Left Blank**

**WAGE TABLE 48**  
**Level STORCL**

**Intentionally Left Blank**

**WAGE TABLE 49**  
**Level SCA, SCA2, SCB, SCC, SCR**

**Intentionally Left Blank**

**WAGE TABLE 50**  
**Level DTBA**

**Intentionally Left Blank**

**WAGE TABLE 51**  
**Level DTBB**

**Intentionally Left Blank**

**(D) SIGNING BONUS**

- 1 Effective on Sunday, May 12, 2002, all eligible regular occupational employees will be granted a Signing Bonus of two hundred fifty dollars (\$250.00) in the form of a cash payment subject to and in accordance with the provisions set forth below:
  - (a) Payment of the Signing Bonus is contingent upon ratification of the Agreement by July 5, 2002 and written notice to the Company that ratification has been obtained. Payment of the Signing Bonus shall be made no later than four (4) weeks following the date such notice is received by the Company. If ratification of the Agreement has not occurred by July 5, 2002, payment of the Signing Bonus shall be made no later than four (4) weeks following receipt of written notice that the Agreement has been ratified and the date of ratification.
- 2 **Eligibility Criteria for Signing Bonus**
  - (a) Employees on the active roll on the date of notice to the Company that ratification of the Agreement in accordance with the Preamble to the Memorandum of Agreement has taken place, shall be eligible to receive a Signing Bonus.
  - (b) An eligible part-time employee shall receive a proportionate amount of the applicable full-time Signing Bonus based on the part-time employee's part-time Equivalent Work Week as of May 12, 2002.
  - (c) Employees receiving the Extended Compensation Option of the AT&T Option Program (ATTOP) as of May 12, 2002 shall receive a payment equal to 15% of the full Signing Bonus amount.
- 3 **Application of the Signing Bonus to Payments, Benefits, Allowances or Allotments.**
  - (a) The Signing Bonus shall be subject to LTSSP Allotment deductions.
  - (b) The Signing Bonus shall be subject to the Stock Purchase Plan Allotment deduction.
  - (c) The Signing Bonus shall be subject to federal, state and local tax and FICA withholding.
  - (d) Where appropriate, the Signing Bonus will be used in determining deductions for union dues.
  - (e) The Signing Bonus will not be part of the employee's Standard Rate of pay or basic wages for any other purpose nor shall it enter into the standard Overtime Adjustment formula nor into the computation of any payments made under any pension or benefits plan, fringe benefit, allowance or differential.

## **(E) AT&T PERFORMANCE AWARD FOR OCCUPATIONAL EMPLOYEES**

### **AT&T Performance Award for Occupational Employees**

AT&T, the Communications Workers of America, and the International Brotherhood of Electrical Workers agree to an annual bonus plan linked to the overall financial success of AT&T. This plan shall be called the AT&T Performance Award for Occupational Employees (APA).

#### **Plan Purpose**

The AT&T Performance Award for Occupational Employees (the APA "Plan") is a profit sharing like plan designed to recognize and reward eligible employees by having them share in an annual bonus plan that is linked to AT&T's key financial measures.

#### **APA Plan Year**

The APA Plan Year for measuring financial results and determining employee eligibility to share in those results shall be the calendar year. The first such year will commence January 1, 2002 and will include financial performance through December 31, 2002.

#### **Eligibility**

To be eligible to participate in APA, an occupational employee must meet both of the following criteria:

1. Have a minimum of eighty-eight (88) calendar days of active employment (either management or occupational) with the Company as a U.S. based employee during the APA Plan Year and,
2. Be a regular full-time or regular part-time AT&T employee on December 31 of the applicable APA Plan year (except as noted in subsequent paragraphs).

#### **Leaves of Absence**

*Local Leave of Absence* – Within any APA Plan Year a service credit period of up to thirty (30) days shall be added to offset a Local Leave of Absence to be included in the 88 calendar days of active employment.

*Short Term Disability Leave* of more than one (1) month – An absence period attributed to Sickness or Accident Disability or the disability portion of the Anticipated Disability Leave of Absence shall be included in calculating the award. It shall also be included in determining whether the employee has met the eighty-eight (88) day requirement set forth above. An employee shall not lose eligibility if he/she is on such an absence on December 31 of the APA Plan Year.

*Unpaid Leave of Absence* (personal leave, the non-disability portion of an anticipated disability leave, union leave, care of newborn/newly adopted child, family care leave, unpaid military leave) – An employee's time on an unpaid leave of absence granted by the Company of more than thirty days shall not be counted toward the eighty-eight (88) day requirement set forth above nor shall such time be counted in determining the amount of the award. An employee shall not lose eligibility if he/she is on such a leave on December 31 of the applicable APA Plan Year.

*Paid Military Leave* – Time on paid military leave shall be counted toward the eighty-eight (88) day requirement above and shall be counted in calculating the award. An employee shall not lose eligibility if he/she is on such leave on December 31 of the APA Plan Year.

#### **Separations From AT&T**

An employee separated from the active payroll due to force reduction, retirement on a service or disability pension, expiration of benefits or death during the Plan year shall not lose eligibility due to such separation. The award for an employee under these circumstances shall be prorated based on the number of calendar days on the active payroll or otherwise included in the calculation during the APA Plan Year.

An employee who resigns prior to December 31 or last day of the APA Plan Year or is dismissed prior to the payout date for any reason shall not be eligible for an award.

An employee who is on Long Term Disability Leave of Absence on December 31 of an APA Plan Year shall not be eligible for an award.

#### **Promotions or Temporary Upgrades to Management and Transfers**

An employee permanently or temporarily promoted to management or transferred to a former Bell System company under the Post Divestiture Shared Services Force Transfer Agreement, if otherwise eligible, shall receive a prorated award for time spent as an occupational employee of AT&T under this Plan.

#### **Payment Criteria - Pro-Rated (Time Worked)**

The award to an eligible full-time occupational employee shall be pro-rated based on the number of calendar days on the active payroll as an occupational employee during the APA Plan Year.

The award to an eligible part-time occupational employee shall be pro-rated based on both the part-time employee's part-time Equivalent Work Week as of December 31 of the applicable APA Plan Year and the number of calendar days on the active payroll as an occupational employee during the APA Plan Year.

The Award to an eligible occupational employee receiving the Extend Compensation Option of the AT&T Option Program (ATTOP) shall be pro-rated based on the number of calendar days on the active payroll as an occupational employee during the APA Plan Year prior to their election to participate in ECO and, in addition, for the number of days as an ECO participant the Award amount will be 15% of the Award received by an eligible full-time employee.

### **APA Plan Payment Calculations**

For APA Plan Years 2002 and 2003 an Occupational Standard Award amount of \$680.00 will be used to calculate the award payment. For purposes of the APA Plan payment calculations for the 2002 APA Plan Year, the financial success of AT&T's businesses shall be measured by the achievement of two key business goals. These two financial measures are Revenue and Earnings Before Interest and Taxes (EBIT). Funding for the APA Plan payments will be determined as follows:

**AT&T Consumer** funding will be based on 70 percent on meeting EBIT targets and 30 percent on meeting revenue targets.

**AT&T Business** funding will be 60 percent based on meeting EBIT targets and 40 percent on meeting revenue targets.

Each Occupational employee's APA payment will be based on the weighted average of AT&T Business' and AT&T Consumer's overall funding percentages as described above. The weighting will be tied 70 percent to AT&T Business' overall funding percentage and 30 percent tied to AT&T Consumer's overall funding percentage.

The bonus pools will be funded against the revenue and/or profits of the Company. If the Company's performance exceeds the targets, the bonus pool funding will increase to a maximum of 200%. The measures for the revenue and EBIT target weighted averages are threshold performance (50% funding level), target performance (100% funding level), and above target performance (200% funding level).

The corporate financial measures and associated targets used in years subsequent to 2002 for the Management Bonus Plan will also be used for the Occupational APA Plan.

### **Award Payment Amounts**

- **Payout at or below Threshold Performance Level = \$400**
- **Payout at Target Performance Level = 100% of Occupational Standard Award (\$680)**
- **Payout above Target Performance Levels = Capped at 200%**

### **Award Payments**

Award payments will be made by separate check to be delivered by the end of the first quarter of the year following the applicable APA Plan Year. Such payments shall be subject to federal, state, and local tax and FICA withholding.

Where appropriate, award payments shall be used in calculating an employee's wage rate for determining the amount of union dues deductions.

Application of the Awards to Payment for Overtime Worked and Other Benefits, Allowances or Allotments:

- For the twelve (12) month period following each Award, the Award will enter into computations of pay for overtime worked. Such computation shall be based on the amount of the Award, divided by the number of weeks during said twelve (12) months. The result of such computation shall be entered into the standard Overtime Adjustment formula during each payroll period.

For the twelve (12) month period following each Award, the Award shall be included in the calculation of the following benefit payments or allotments:

- Group Life Insurance (Basic, Supplementary, Accidental Death & Dismemberment and Accidental Loss)
- Death Benefits
- Employee Stock Purchase Plan (ESPP)

The Award shall be subject to LTSSP Allotment Deductions.

The Award will not be part of the employee's Standard Rate of pay or basic wages for any other purpose nor shall they enter into the computation of any payments made under any other pension or benefits plan, fringe benefit, allowance or differential.

### **Employee Information**

The Company will provide periodic information to employees regarding its financial performance during each APA Plan Year.

The Company may extend coverage of this APA Plan to other AT&T units and to occupational employees other than those represented by the Unions.

### **Dispute Resolution**

Company determination under this plan shall be final and binding. The Union may present grievances relating to matters covered by the APA Plan, but neither the APA Plan nor its administration shall be subject to arbitration.

### **Extraordinary Financial Occurrences**

The Company reserves the right to adjust the level of payment so as to insulate it from the effects of unanticipated, extraordinary major fluctuations in business transactions or conditions. The Company shall provide the Union with advance notice of any such adjustments and shall discuss the matter with the Union upon request.

## **(H) PENSION PLAN BENEFITS**

- 1 AT&T, the Communications Workers of America ("CWA") and the International Brotherhood of Electrical Workers ("IBEW") agree that, effective as of May 12, 2002, the AT&T Pension Plan ("AT&TPP") shall be changed in the following manner:
  - (a) the interest crediting rate under the cash balance formula shall be changed, as described in Paragraph 2,
  - (b) the cash balance pension band credit amounts under the AT&TPP shall be increased by 8% (rounded to the nearest dollar) for all employees who are on the active payroll, as described in Paragraph 3, and
  - (c) the pension band formula shall be improved by 8% for "Eligible Employees," as described in Paragraph 4, and
  - (d) the pension bands associated with various L-Level titles shall be changed as set forth in Paragraph 5.

The Company shall develop specific plan provisions, subject to administrative and legal constraints, that are consistent with the changes set forth in the provisions below of this Memorandum of Agreement.

### **2 Change in the interest crediting rate under the AT&TPP.**

The AT&TPP shall be amended to provide that, for active participants on or after January 1, 2003 and participants who have not commenced their pensions before that date, interest credits to Cash Balance Accounts shall be made at the effective annual interest rate of 5.5% for the period beginning January 1, 2003 and ending December 31, 2003, and 4% thereafter;

### **3 Increase the cash balance pension band credit amounts under the AT&TPP for all employees who are on the active roll after June 30, 2002.**

The AT&TPP shall be amended effective July 1, 2002 to provide that a participant's pension band credit for plan years beginning after December 31, 2001, shall be based on the amounts in the pension band credit table set forth as Attachment 1 for employees who are on the active roll of a Participating Company on or after July 1, 2002.

### **4 Improvement to the pension band formula for certain eligible employees who terminate employment after May 11, 2002.**

- (a) The AT&TPP shall be amended effective as of July 1, 2002 for employees on roll on May 12, 2002, by changing the Monthly Benefit Table under the Pension Band Formula as set forth in Attachment 2.
- (b) An "Eligible Employee" is a bargaining unit employee:
  - (1) who was an "eligible employee" within the meaning of Section (H) of the 1998 Memorandum of Understanding, and

- (2) whose net credited service was at least fifteen years as of June 30, 1998.

**5 Change in the pension bands for certain L-Level titles.**

The AT&TPP shall be amended to provide that the determination of pension band for certain L-Level titles shall reflect the recommended pension bands as set forth in Attachment 3 effective July 1, 2002.



**PENSION PLAN BENEFITS - ATTACHMENT 1****Pension Band Credits**

<b>Pension Band</b>	<b>Years of Net Credited Service in Whole Years</b>							
	<b>0 - 4</b>	<b>5 - 9</b>	<b>10 - 14</b>	<b>15 - 19</b>	<b>20 - 24</b>	<b>25 - 29</b>	<b>30 - 34</b>	<b>35+</b>
<b>101</b>	853	999	1,139	1,426	1,712	1,998	2,425	2,851
<b>102</b>	886	1,037	1,183	1,480	1,777	2,074	2,516	2,959
<b>103</b>	923	1,080	1,231	1,539	1,847	2,155	2,619	3,078
<b>104</b>	961	1,118	1,280	1,598	1,917	2,236	2,716	3,197
<b>105</b>	994	1,161	1,328	1,658	1,987	2,322	2,819	3,316
<b>106</b>	1,026	1,199	1,372	1,712	2,052	2,398	2,911	3,424
<b>107</b>	1,064	1,242	1,415	1,771	2,128	2,479	3,013	3,542
<b>108</b>	1,096	1,280	1,463	1,831	2,198	2,565	3,110	3,661
<b>109</b>	1,134	1,323	1,512	1,890	2,268	2,646	3,213	3,780
<b>110</b>	1,166	1,361	1,555	1,944	2,333	2,722	3,305	3,888
<b>111</b>	1,204	1,404	1,604	2,003	2,403	2,803	3,407	4,007
<b>112</b>	1,237	1,442	1,652	2,063	2,473	2,889	3,505	4,126
<b>113</b>	1,274	1,485	1,696	2,122	2,549	2,970	3,607	4,244
<b>114</b>	1,307	1,523	1,739	2,176	2,614	3,046	3,699	4,352
<b>115</b>	1,339	1,566	1,787	2,236	2,684	3,132	3,802	4,471
<b>116</b>	1,377	1,609	1,836	2,295	2,754	3,213	3,904	4,590
<b>117</b>	1,415	1,647	1,885	2,354	2,824	3,294	4,001	4,709
<b>118</b>	1,447	1,685	1,928	2,408	2,889	3,370	4,093	4,817
<b>119</b>	1,480	1,728	1,976	2,468	2,959	3,456	4,196	4,936
<b>120</b>	1,517	1,771	2,020	2,527	3,035	3,537	4,298	5,054
<b>121</b>	1,550	1,809	2,068	2,587	3,105	3,623	4,396	5,173
<b>122</b>	1,582	1,847	2,111	2,641	3,170	3,699	4,487	5,281
<b>123</b>	1,620	1,890	2,160	2,700	3,240	3,780	4,590	5,400
<b>124</b>	1,658	1,933	2,209	2,759	3,310	3,861	4,693	5,519
<b>125</b>	1,690	1,971	2,257	2,819	3,380	3,947	4,790	5,638
<b>126</b>	1,723	2,009	2,300	2,873	3,445	4,023	4,882	5,746
<b>127</b>	1,766	2,063	2,354	2,943	3,532	4,120	5,006	5,886
<b>128</b>	1,804	2,101	2,403	3,002	3,602	4,201	5,103	6,005
<b>129</b>	1,831	2,138	2,441	3,051	3,661	4,271	5,189	6,102
<b>130</b>	1,863	2,176	2,484	3,105	3,726	4,347	5,281	6,210
<b>131</b>	1,901	2,214	2,533	3,164	3,796	4,428	5,378	6,329
<b>132</b>	1,933	2,257	2,581	3,224	3,866	4,514	5,481	6,448
<b>133</b>	1,971	2,300	2,624	3,283	3,942	4,595	5,584	6,566
<b>134</b>	2,003	2,338	2,668	3,337	4,007	4,671	5,675	6,674
<b>135</b>	2,036	2,376	2,716	3,397	4,077	4,757	5,773	6,793

**PENSION PLAN BENEFITS - ATTACHMENT 2****Monthly Benefit Table****Effective July 1, 2002**

For Eligible Employees who terminate employment after May 11, 2002, the Monthly Benefit Table shall be as follows:

<b>Pension Band</b>	<b>Dollar Amount</b>	<b>Pension Band</b>	<b>Dollar Amount</b>
<b>101</b>	\$30.33	<b>119</b>	\$53.40
<b>102</b>	31.61	<b>120</b>	54.66
<b>103</b>	32.90	<b>121</b>	55.93
<b>104</b>	34.16	<b>122</b>	57.23
<b>105</b>	35.46	<b>123</b>	58.49
<b>106</b>	36.74	<b>124</b>	59.77
<b>107</b>	38.05	<b>125</b>	61.07
<b>108</b>	39.30	<b>126</b>	62.32
<b>109</b>	40.61	<b>127</b>	63.61
<b>110</b>	41.87	<b>128</b>	64.89
<b>111</b>	43.16	<b>129</b>	66.17
<b>112</b>	44.42	<b>130</b>	67.45
<b>113</b>	45.72	<b>131</b>	68.74
<b>114</b>	46.98	<b>132</b>	70.01
<b>115</b>	48.27	<b>133</b>	71.29
<b>116</b>	49.56	<b>134</b>	72.61
<b>117</b>	50.82	<b>135</b>	73.84
<b>118</b>	52.11		

**PENSION PLAN BENEFITS - ATTACHMENT 3****L-Level Pension Band Changes****Effective July 1, 2002**

Grade	Wage Area	Current Pension Band	Recommended Pension Band
L-1	ALL	101	102
L-2	A1, A2, B1, C1, C2, C4, D1, E2, G1, G2, H2, K1, L1, M2, P1, P2, R1, S1, S2, T1, T2, T5, X2	101	102
	H1, J1, N1, W1	102	103
	M1, W2, X1	101	103
L-3	A2, C4, E2, H2, K1, L1, L2, M1, M2, P1, P2, R1, R2, T1, T2, T5, X2, X3, X4	102	104
	A1, D1, G1, G2, E4	102	105
	B1, C1, C2, H1, J1, N1, S1, S2, W1, W2, X1	103	105
L-4	K1, L1, L2, P2, R1, T2, X2, X4	103	106
	A1, A2, E2, G1, G2, H2, M1, M2, P1, T1, T5, W2, X3	104	106
	C4, D1, N1, S1, S2, W1	104	107
	B1, C1, C2, H1, J1, X1	105	107
L-4PFP	Varied	108	No Change
	Varied	109	No change

**(R) RETIRED EMPLOYEE MEDICAL AND DENTAL BENEFITS**

AT&T, the Communications Workers of America ("CWA") and the International Brotherhood of Electrical Workers ("IBEW") agree that, effective as of the date of this Agreement, postretirement medical and dental benefits for retired eligible occupational employees under the AT&T Corp. Postretirement Welfare Benefits Plan (the "Retiree Medical Plan") will continue for the duration of this Agreement with such changes described and effective as of the dates set forth below for all eligible occupational employees who retired on or after March 1, 1990, including former employees who are covered by the Retiree Medical Plan due to their receipt of long term disability benefits under the AT&T Long Term Disability Benefit Plan for Occupational Employees (hereinafter referred to as the "Occupational LTD Participants"), and their covered dependents.

Effective for the period beginning June 1, 2002 and ending December 31, 2002, all eligible occupational employees who retired on or after March 1, 1990, including the Occupational LTD Participants, shall be responsible for making contributions toward medical and dental coverage under the Retiree Medical Plan in the amount of \$14 per month for single coverage and \$21 per month for family coverage.

Effective January 1, 2003 and for each month thereafter, all eligible occupational employees who retired on or after March 1, 1990, including the Occupational LTD Participants, shall be responsible for contributions (determined in accordance with the provisions set forth below) toward medical and dental coverage under the Retiree Medical Plan in the amount that represents their allocable portion of the medical and dental claims incurred by the Company for a specified prior plan year which exceed the "Aggregate Company Contribution" as set forth below for such year. For purposes of this determination, "Post-March 1, 1990 retirees" shall mean management and occupational employees (who retired on or after March 1, 1990) and former employees who are covered by the Retiree Medical Plan due to their receipt of long term disability benefits under the AT&T Long Term Disability Benefit Plan for Management Employees or the AT&T Long Term Disability Benefit Plan for Occupational Employees.

**1 Retiree Medical Caps**

Effective January 1, 2003, for purposes of determining the "Aggregate Company Contribution", the retiree medical cap component shall be as follows (hereinafter referred to as "retiree medical caps"):

Under age 65 single:	\$3,700
Under age 65 family:	\$7,550
Age 65 & over single:	\$1,725
Age 65 & over family:	\$3,950

**2 Aggregate Company Contribution**

Effective January 1, 2003, the maximum "Aggregate Company Contribution" that the Company shall provide toward single or family medical and dental coverage under the Retiree Medical Plan for 2003 and for each year

thereafter, shall not exceed the sum of the products of (a) and (b) (as separately determined) for each of the four retiree medical cap categories set forth above, where "(a)" equals the average number of the Post-March 1, 1990 retirees eligible to participate in each of the respective retiree medical cap categories (under age 65-single, under age 65-family, age 65 and over-single and age 65 and over-family) during the plan year that is two plan years immediately prior to the plan year for which the Aggregate Company Contribution is being determined, and "(b)" equals the corresponding dollar amount set forth above for each of the four retiree cap categories, respectively.

### **3 Total Cost of Plan**

Effective January 1, 2003, the total costs of the Plan for medical and dental claims under the Retiree Medical Plan for 2003 and for each year thereafter (hereinafter referred to as the "Determination Year") shall be determined in accordance with paragraphs (1), (2) and (3) below:

- 1) For purposes of calculating the total costs of the Plan, the Company will determine the sum of (a) the amount of claims for medical and dental coverage (for Post-March 1, 1990 retirees, and their respective covered dependents) for the plan year that is two plan years immediately prior to the Determination Year, and (b) the Retiree Medical Plan administrative fees (for Post-March 1, 1990 retirees, and their respective covered dependents) for the plan year that is two plan years immediately prior to the Determination Year.
- 2) Once the sum of (a) and (b) has been determined, such sum shall be reduced by the amount of claims for medical and dental coverage for (i) surviving lawful spouses (of Post-March 1, 1990 retirees) and their covered dependents under the family security program feature of the Retiree Medical Plan, (ii) class II dependents (of Post-March 1, 1990 retirees) and (iii) COBRA claims or such other claims where the participant is responsible for the premium, for the plan year that is two plan years immediately prior to the Determination Year.
- 3) The amount remaining after completion of (1) and (2) above shall be multiplied by (i) the medical consumer price index growth factor ("Medical CPI Growth Factor" – Medical CPI No. 1 divided by Medical CPI No. 2 in the same manner as has heretofore been used), and (ii) 1.04 (to reflect a 2% per year increase for utilization).

#### **4 Aggregate Retiree Contributions**

Effective January 1, 2003, the aggregate amount of contributions, if any, that all eligible occupational employees (who retired on or after March 1, 1990), including Occupational LTD Participants, shall be required to pay to continue to receive medical and dental coverage under the Retiree Medical Plan for 2003 and each year thereafter shall equal the difference (which yields a positive value) between (a) the total costs of the Plan (as described above in "Total Costs of Plan"), and (b) the "Aggregate Company Contribution". This difference is hereinafter referred to as the "Amount in Excess of the Caps". In the event that this difference is zero or less for a particular year, no contributions are required to be paid by eligible occupational employees (who retired on or after March 1, 1990), including Occupational LTD Participants, for medical and dental coverage under the Retiree Medical Plan for such year.

#### **5 Monthly Retiree Contribution For Medical and Dental Coverage**

Effective January 1, 2003, the monthly retiree contribution, if any, for medical and dental coverage under the Retiree Medical Plan for January 2003 and each month thereafter shall equal one-twelfth of the Amount in Excess of the Caps (as determined in accordance with the provisions set forth above), allocated in such manner among the eligible occupational employees (who retired on or after March 1, 1990 – including Occupational LTD Participants), so that the contribution for family medical and dental coverage shall be two times the contributions for single medical and dental coverage, respectively. As a result of the above calculation methodology, effective for the calendar year beginning January 1, 2003, all eligible occupational employees who retired on or after March 1, 1990, including the Occupational LTD Participants, shall be responsible for making contributions toward medical and dental coverage under the Retiree Medical Plan in the amount of \$54 per month for single coverage and \$108 per month for family coverage. Such monthly retiree contribution may be paid from such retired occupational employee's monthly pension annuity under the AT&T Pension Plan.

An eligible retired occupational employee may waive medical and dental coverage under the Retiree Medical Plan during an annual enrollment period, which shall result in a deferral of coverage, and may be reinstated in the Plan, during the plan year for which coverage is deferred if (a) a qualified change in family status for the retiree occurs, and (b) a timely election for reenrollment is made by the retiree. If these mid-year reenrollment conditions are not satisfied, the earliest time that medical and dental coverage may be reinstated prospectively for any year by the retiree who has waived coverage is during the first annual enrollment period for the Retiree Medical Plan occurring after such coverage was terminated.

**6 Additional Benefits**

For 2002 and 2003, each occupational employee who retired (or became an Occupational LTD Participant) on or after March 1, 1990 (including those who have not yet commenced payment of their pensions or have taken lump sum pension payments under the AT&T Pension Plan) will be eligible for a health care reimbursement account as an additional annual Plan benefit for each such year not to exceed the amount set forth below (prorated in 2002 for each full month as a retiree or LTD recipient after May 31, 2002, and for 2003 for each full month as a retiree or LTD recipient prior to December 1, 2003, rounded to the nearest whole dollar):

2002	2003
Family: \$150	Family: \$1,200
Single: \$100	Single: \$ 600
Waive: \$100	Waive: \$ 600

The determination of the Additional Benefit amount will be based on coverage in effect on June 1, 2002 for the year 2002, and enrollment election made for January 1, 2003 for the year 2003. The amounts set forth above shall be sufficient to provide full reimbursement of the required contributions for the duration of this Agreement. As set forth above, the required monthly contributions will be \$14 for single coverage and \$21 for family coverage for 2002 and \$54 for single coverage and \$108 for family coverage for 2003. In accordance with the requirements of applicable law, the above amount may be used to reimburse such former employee for otherwise unreimbursed medical contributions (i.e., the retired occupational employee's portion of the contribution for coverage or HMO premium), copayments, deductibles, out of pocket expenses, or other Plan expenses related to health care that would otherwise be deductible for that year under Internal Revenue Code Section 213 (notwithstanding the percentage limitation on deductible amounts).

Any individual eligible for this provision who waives medical and dental coverage for any period of time under the Plan shall remain eligible for this, but no other medical or dental provision of the Plan, during such waiver period. For purposes of the immediately preceding sentence, a waiver is considered as any action by the retired employee to defer medical and dental coverage in accordance with the rules of the Plan.

The Company shall develop appropriate plan provisions, consistent with legal requirements, to effectuate the provisions above.

## **(Z) AT&T TRANSFER AND REHIRE SYSTEM (ATS/ARS)**

AT&T, CWA, and IBEW agree that the AT&T Transfer System (ATS) and the AT&T Rehire System (ARS) shall continue during the 2002 Memorandum of Agreement.

### **1 Purpose**

- (a) The AT&T Transfer System (ATS) is designed to provide regular full-time or regular part-time occupational employees an opportunity to request new career opportunities on a current or future basis and provide surplus employees with an increased opportunity to continue employment with AT&T. Temporary and occasional employees are excluded from the system. All employee movement under ATS is voluntary through a self-nomination process and should not be construed to be a force adjustment, force rearrangement, assignment or reassignment initiated by the Company.
- (b) The AT&T Rehire System (ARS) is designed to provide former AT&T employees the opportunity to apply for regular full-time or regular part-time occupational positions and be reemployed by AT&T. This plan does not replace any existing recall rights to which former employees may be entitled, but the rehiring of a former employee under this program satisfies the Company's recall obligation.
- (c) ATS/ARS does not replace any contractual, internal movement of personnel procedures contained in applicable Memoranda of Agreements. As to those bargaining units, ATS supplements those movement of personnel procedures and shall be applied after those movement of personnel procedures have been exhausted.

### **2 System Coverage**

- (a) This system provides the exclusive means by which active regular full-time and regular part-time occupational employees, former employees who were laid off by the Company with recall rights, or employees who left the Company because of an authorized hardship or an AT&T trailing spouse condition covered by this Agreement may request consideration for transfer to occupational positions within and across the bargaining units which are covered by this Agreement. These former employees, for a period of three (3) years from the date of termination, will be able to contact a unique 800 number, listen to open jobs and nominate for openings. The Company may extend coverage of this system to occupational employees other than those represented by the Unions. Temporary, term and occasional positions are not filled by ATS/ARS.



## Other Agreements

- (b) An employee request for lateral movement within his/her Business Operating Unit or Division and in the same Local Placement Area (LPA) is administered by management; however, an employee may also place an intra-Business Operating Unit or Division request in the same LPA on file with ATS/ARS.
- (c) ATS/ARS does not preclude the Company from making Company initiated transfers, force adjustments, reassignments or rearrangements. Nor shall anything in this system preclude the Company from temporarily limiting or prohibiting occupational employee movement via this system if the Company determines that excessive movement from any organization or work group would impair the operation of the business. Temporary limits or prohibitions on occupational employee movement will not exceed sixty (60) days under this Plan. An employee covered by the sixty (60) day prohibition may self-nominate for vacancies if the report date occurs after the last day of the prohibition. The temporary limits or prohibitions on occupational employee movement described herein shall not apply in sale situations.
- (d) Initial employee participation in ATS/ARS shall require the employee/former employee to verify, supply, or update personnel data relative to work experience, education or training.

### 3 Definitions

- (a) An **UPGRADE** is movement from an employee's current Level Equalization Group to a position in a Level Equalization Group of a higher numeric value.
- (b) A **DOWNGRADE** is movement from an employee's current Level Equalization Group to a position in a Level Equalization Group of a lower numeric value.
- (c) A **LATERAL** is movement from an employee's current Level Equalization Group to a position in the same Level Equalization Group.
- (d) A **BASICALLY QUALIFIED** employee is an employee who meets the minimum qualifications for a given title as specified in the ATS job brief.
- (e) **TIME-IN-TITLE/TIME-IN-GRADE** is the minimum number of months an occupational employee must serve in a specific job title and job grade to be eligible for voluntary movement. Time-in-Title/Grade must be fulfilled each time an employee moves to a different title/grade.

- (f) **TIME-IN-LOCATION** is the minimum number of months that an employee must serve in a location to be eligible for voluntary movement. Time-in-Location must be fulfilled when:
- an employee moves outside his/her LPA or
  - an employee moves to a new Business Operating Unit/Division within the same LPA.
- NOTE: Time-in-Title/Grade and Time-in-Location may be served concurrently.
- (g) A **CAREER PLACEMENT** is the placement of a regular full-time or regular part-time occupational employee who is seeking a career change. To participate an employee must:
- have satisfied any applicable Time-in-Title/Time-in-Grade and Time-in-Location requirements for movement from his/her job, as specified in the ATS job brief for the title, and
  - have a satisfactory work performance and attendance record in accordance with the standard AT&T Appraisal Form.
- (h) A **CAREER REHIRE PLACEMENT** is the reemployment of a former regular full-time or regular part-time occupational employee who is seeking a position with the company. To participate, an employee must, before termination, (1) have verified, supplied or updated personnel data relative to work experience, education, or training via enrollment in the AT&T Transfer and Rehire System (ATS/ARS) and (2) have had a satisfactory work performance and attendance record in accordance with the standard AT&T Appraisal Form.
- (i) A **SURPLUS PLACEMENT** is the placement of a regular full-time or regular part-time occupational employee who has been declared surplus in accordance with the provisions of the applicable collective bargaining agreement.
- (j) A **SURPLUS REHIRE PLACEMENT** is the reemployment of a former regular full-time or regular part-time occupational employee placed during his/her minimum surplus eligibility period.
- (k) A **TERM PLACEMENT** is the placement of a regular full-time or regular part-time occupational term employee who is seeking a career change. To participate an employee must:
- have satisfied any applicable Time-in-Title/Time-in-Grade and Time-in-Location requirements for movement from his/her job, as specified in the ATS job brief for the title, and
  - have a satisfactory work performance and attendance record in accordance with the standard AT&T Appraisal Form.

- (l) A **PLACEMENT REQUEST** is a request for consideration for an ATS vacancy. The request may be for either Career, Surplus or Term Placement and shall contain all of the following information concerning the position(s) sought:
- job title or wage level in which placement is sought,
  - geographic area of interest, and
  - particular organization in which placement is sought.

#### 4 Career and Term Placement Administration

- (a) Eligible, qualified employees seeking Career or Term Placement can request to be considered for currently open positions or file for future ATS/ARS openings. Employees may have up to eight (8) career transfer requests at any one time. These may be upgrade, lateral or downgrade career placement requests and they may be for future or current ATS/ARS vacancies.
- (b) Job vacancies submitted to ATS for current open positions expire thirty (30) calendar days after receipt of a candidate list or upon selection of a candidate for the ATS/ARS vacancy, whichever occurs first.
- (c) Employee Career Placement requests will remain on file, but on inactive status, during leaves of absence, temporary promotions to management, and disabilities in excess of one (1) year. Employees on short term (less than one (1) year) disability may submit Placement Requests provided they can report to the job within thirty (30) days of the job report date.
- (d) Career or Term Placement future requests for eligible employees will remain on file for three (3) years from the date of receipt, but will be canceled upon the occurrence of any of the following:
- the employee no longer meets ATS/ARS eligibility criteria,
  - the employee is placed into another job via ATS/ARS, a local voluntary intra-business operating unit lateral transfer, or any other AT&T voluntary job placement or job placement process,
  - the employee withdraws the request(s),
  - the employee leaves the AT&T payroll, or
  - the employee is no longer a regular full-time or regular part-time occupational employee.

The employee has up to two (2) work days to accept or reject a job offer.

- (e) When an employee accepts a job offer made under the Plan, all other requests on file shall be canceled and the employee may not resubmit any Career Placement Requests until the applicable Time-in-Title/Time-in-Grade and Time-in-Location requirement(s) have been met.

- (f) Occupational employees shall bear any costs and expenses associated with relocation under the Career or Term Placement features of ATS/ARS, unless the employee is surplus at the time the Career Placement offer is accepted.

## **5 Career Rehire Placement Administration**

- (a) Eligible, qualified former employees seeking reemployment can request to be considered for currently open positions as Career Rehire candidates. They may have up to eight (8) Career Rehire Placement requests at any one time. These may be upgrade, lateral or downgrade requests as defined in the AT&T Transfer and Rehire System (ATS/ARS).
- (b) Career Rehire Placement Requests will be canceled upon occurrence of any of the following:
  - (1) the former employee is rehired into a regular full-time or regular part-time job (not term, temporary or occasional) via ARS or any other employment process, or
  - (2) the former employee withdraws the request(s), or
  - (3) expiration of the three (3) year period.

The former employee has up to two (2) work days to accept or reject a job offer.

- (c) When a former employee accepts a job offer made under the Plan, all other requests on file shall be canceled and the employee may not submit any ATS/ARS Career Placement requests until the applicable Time-in-Title/Time-in-Grade and Time-in-Location requirement(s) have been met.
- (d) Former occupational employees shall bear any costs and expenses associated with relocation under ARS.

## **6 Retreat, Trailing Spouse and Hardship**

- (a) An employee who accepts an upgrade through Career Placement to a position in any AT&T organization may, within six (6) months of placement, request to return to his/her former job or equivalent job if the former is not available, at his/her former or new work location. The Company shall consider any such request, and, if the request is accommodated, the employee will return to his/her former job without loss of seniority. An employee so returned will be required to satisfy anew any applicable Time-in-Title/Time-in-Grade or Time-in-Location requirement(s) for eligibility under the Plan before again filing a Career Placement request.

- (b) AT&T trailing spouses and employees who have requested hardship movement consideration may, if approved by the Company, participate in the Career Placement portion of the Plan without meeting Time-in-Title/Time-in-Grade or Time-in-Location criteria, for a period of eight (8) months, but are subject to all other ATS/ARS eligibility criteria.

## **7 Surplus Placement Administration**

- (a) The Surplus Placement features of ATS/ARS are activated under the following circumstances:
- a surplus is declared in accordance with provisions of any applicable collective bargaining agreement, and
  - ATS/ARS vacancies exist for which surplus employees are basically qualified as determined by the Company, and
  - surplus employees have requested vacant positions for which they are basically qualified as determined by the Company.
- (b) The employee has two (2) work days to indicate acceptance or rejection of a job offer.
- (c) Under the foregoing circumstances, the senior basically qualified surplus candidate will be selected for open positions provided the placement does not constitute an upgrade. There is no limit to the number of Surplus Placement requests a surplus employee may have at any one time. ATS/ARS Surplus Placement Requests may be for laterals and/or downgrades.
- (d) Job vacancies submitted to ATS for current open positions expire thirty (30) calendar days after receipt of a candidate list or upon the selection of a candidate for the ATS vacancy, whichever occurs first.
- (e) A surplus employee is no longer eligible for Surplus Placement treatment in ATS if any of the following occurs:
- the employee is no longer surplus,
  - the employee is placed into another job via ATS or other voluntary transfer or placement process other than the Extended Compensation Option ,
  - the employee is placed into another job via a contractual force adjustment or rearrangement article,
  - the employee leaves the AT&T payroll, or
  - the employee is no longer a regular full-time or regular part-time occupational employee.
- (f) ATS/ARS Surplus Placement Requests are canceled due to the foregoing; they are not automatically converted to ATS Career Placement Requests.
- (g) A surplus employee shall have a minimum combined total of sixty (60) days surplus status in ATS and/or ARS.

- (h) A Surplus employee who refuses a position which he/she requested through ATS can no longer participate in the Surplus Placement feature of the Plan. However, if the employee meets the Career Placement eligibility criteria, he/she may participate in that portion of the Plan as long as the employee is on the AT&T payroll.
- (i) A Surplus Placement employee who accepts a position within the current LPA of the job vacancy shall bear any costs and expenses associated with relocation under the Plan.

## **8 Surplus Rehire Placement Administration**

- (a) A former employee who has been laid off with recall rights and has not completed all of his/her minimum sixty (60) day surplus status in ATS by the off roll date, will be granted the remainder of his/her surplus eligibility minimum in ARS. All surplus and career requests which the former employee has on file will remain on file as long as the former employee retains surplus eligibility.
- (b) A former employee who is a candidate for Surplus Rehire Placement will be subject to the same requirements and treatment that apply to surplus placement as set forth in the ATS section of this memorandum, except that his/her surplus status will end if any of the following occur:
  - (1) the former employee is rehired into a regular full-time or regular part-time job (not term, temporary or occasional) via ARS or any other employment process, or
  - (2) the former employee refuses a position which he/she requested through ATS/ARS, or
  - (3) the former employee completes a combined total of sixty (60) days surplus status in ATS and/or ARS.

The former employee has up to two (2) work days to accept or reject a job offer.

- (c) On the business day following the completion of a combined total of sixty (60) days surplus status in ATS and/or ARS, any surplus requests which the former employee has on file will be canceled. However, the former employee may continue to participate as a Career Rehire Candidate as described below for the remainder of three (3) years. Surplus Rehire Placement requests that are canceled due to the expiration of the sixty (60) day minimum surplus participation period are not automatically converted to Career Rehire Placement Requests.

## 9 Relocation Expenses

- (a) A Surplus Placement employee who is placed via the ATS Surplus or Career Placement Program and who accepts a position that is outside his/her LPA will receive a lump sum relocation allowance provided the new reporting location exceeds thirty-five (35) road miles from the employee's old reporting location, and is further in road miles from the employee's current residence than the old reporting location.
- (b) Provided the employee elects to relocate his/her residence within six (6) months from the effective date of the transfer, the allowance will be the lesser of: (1) the termination allowance for which they would have been eligible upon layoff, or (2) \$12,000; however, in no case shall an allowance for a relocating employee be less than \$5,000.
- (c) Surplus employees who are placed via the ATS Surplus or Career Placement Program, meet the ATS relocation criteria, and are compensated for actually relocating their residence, shall be offered the opportunity to move back to the former location with relocation compensation for the lesser of: (1) the termination allowance for which they would have been eligible upon layoff, or (2) \$12,000; however, in no case shall an allowance for a relocating employee be less than \$5,000; provided the following conditions are met:
  - the employee is laid off at the new site within three (3) years of placement; and
  - the employee relocates back to the original geographic location; and
  - the employee does not qualify for any other AT&T provided relocation compensation program.
- (d) An employee who meets the above criteria and elects not to relocate his or her residence, shall be entitled to receive a one-time lump sum allowance of \$1,500 in lieu of such moving expenses provided this election is made within six (6) months of the date of transfer.

## 10 Selection Criteria

- (a) Occupational vacancies covered by ATS/ARS that are not filled under contractual or legal obligations (e.g. Return from Military, etc.) will be staffed using the following order of consideration:
  - (1) Voluntary ATS/ARS Surplus/Recall Placement within the same LPA
  - (2) Voluntary ATS/ARS Surplus Placement outside the local LPA
  - (3) Voluntary ATS Career Placement
  - (4) Voluntary ARS Career Rehire Placement
  - (5) Voluntary Term Placement
  - (6) Non-Represented
  - (7) Hire

- (b) The foregoing order of consideration assures that surplus self-nominating candidates will be offered any vacancy for which they are basically qualified before ATS Career Placement, Voluntary ARS Career Rehire Placement and Term Placement candidates will be considered. In selecting non surplus candidates for vacancies, the selection criteria of better/basic tests, skills, appraisal and seniority, in that order, will govern. The Company maintains the right to interview for determination of the candidate's depth of knowledge in skills.
- (c) Voluntary ATS Career Placement, Voluntary ARS Rehire Placement, Term Placement and hiring candidates will receive consecutive consideration.
- (d) As an alternative to hiring, where no ATS Career Placement or ARS Career Rehire Placement candidates have requested a specific job vacancy and all surplus and recall obligations have been met, the Company shall have the option to promote the senior better/basically qualified employee from within the immediate work group of the C Level manager initiating the job vacancy, without regard to Time-in-Title/Time-in-Grade or Time-in-Location criteria provided the employee meets the selection criteria of better/basic tests, skills, appraisal and seniority, in that order.

## 11 Testing

- (a) Eligible, occupational employees not test qualified for positions being sought via ATS/ARS will be provided the opportunity to take such test(s) in the same order of consideration applicable to filling job vacancies subject to the availability of testing resources and the job vacancy activity rate for the position(s) being sought. Within each step of the order of consideration employees will be tested in seniority order, most senior first, except for ATS Career Placements, Voluntary ARS Career Rehire Placements and Term Placements where employees will be tested in the order of most senior in each AT&T occupational performance appraisal category, highest category first.

## 12 System Access

- (a) The Company will provide eligible, occupational employees access to current job vacancies on a real-time basis and, if qualified, employees may self-nominate for current or future openings.
- (b) All vacancies will remain available for self-nomination for five (5) work days. In the event no candidate self-nominates for the vacancy, the vacancy will be re-advertised for six (6) additional work days.



### 13 Wage Treatment

- (a) Employees placed into jobs via ATS/ARS within collective bargaining agreements will adhere to contractual wage treatment procedures for that agreement. Employees placed into jobs across collective bargaining agreements where both positions have fixed periodic wage schedules and the same wage treatment procedures, shall be treated in accordance with the wage treatment procedures contained in the collective bargaining agreement of the receiving organization.
- (b) Employees placed into jobs across collective bargaining agreements from a wage schedule having no fixed periodic steps to a wage schedule with fixed periodic steps or employees placed into jobs across collective bargaining agreements having different wage procedures shall be treated as follows:
  - (1) Career Placement on an Upgrade - Move from present dollar rate to a whole step above the nearest step on new schedule. The progression clock continues.
  - (2) Career Placement on a Lateral - Move from present dollar rate to nearest step on new schedule assuring no loss in pay. The progression clock continues.
  - (3) Career Placement on a Downgrade - Move from present dollar rate to nearest step on new schedule insuring no gain in pay. The progression clock continues.
  - (4) Surplus Placement on a Lateral or a Downgrade - See Section 15 on Wage Procedure for Surplus Lateral and Downgrade.
- (c) Employees rehired via ARS Career Rehire Placements will adhere to contractual wage treatment procedures for the Memorandum of Agreement into which they are hired.
- (d) Employees rehired via ARS Surplus Rehire Placements will adhere to the Wage Procedures for Surplus, Lateral or Downgrade in Section 15.
- (e) Employees placed into jobs across collective bargaining agreements from a schedule having fixed periodic steps to a schedule with no fixed periodic steps shall be placed on the new schedule at the same wage rate as their old schedule.
- (f) In no event shall an employee receive more than the maximum rate of the new schedule.

**14 Oversight and Review Board**

- (a) The Company and the Unions agree to continue a Joint ATS/ARS Oversight and Review Board. This Board will be comprised of one (1) CWA representative, one (1) IBEW representative and one (1) representative from the Company. The responsibilities of the Board will include:
  - (1) Review ATS/ARS issues not resolved through the formal grievance process set forth in CWA Article 9 and IBEW Article G7 (Grievance Procedure) prior to such issues being submitted to arbitration,
  - (2) Monitoring the ongoing operation of ATS/ARS,
  - (3) Analyzing overall ATS/ARS results, and
  - (4) Addressing concerns raised as to the staffing of positions through ATS/ARS.
- (b) The Company's decision made pursuant to ATS/ARS shall be subject to the grievance procedure contained in any applicable local collective bargaining agreement. The Company and the Union desire to process ATS/ARS staffing grievances in an expeditious manner. Accordingly, the Board shall meet on a regular basis to discuss ATS/ARS staffing grievances, but not later than thirty (30) calendar days after completion of the formal grievance procedure set forth in CWA Article 9 and IBEW Article G7 (Grievance Procedure) for cases which remained unresolved.
- (c) Notwithstanding any contrary provisions of CWA Article 10 and IBEW Article G8 (Arbitration), the Union may appeal, to arbitration, any claim of a violation of CWA Article 15.7 (a) (Promotions) and IBEW Article G17.7 (a) (Promotions) within thirty (30) calendar days from the conclusion of the ATS/ARS Oversight and Review Board Process pursuant to CWA Article 10 and IBEW Article G8 (Arbitration). Except as set forth in this paragraph, neither the ATS/ARS nor its administration shall be subject to arbitration.
- (d) Issues concerning the Company's decision involving placement of ARS Rehire candidates may be presented directly to the Joint ATS/ARS Oversight and Review Board which shall have the sole responsibility for final and binding resolution.

The Unions shall appoint one (1) person to be an ATS/ARS Board Coordinator who shall assist union members of the ATS/ARS Review Board in preparing cases that were not resolved in the appropriate grievance procedure.

**15 Wage Procedure for Surplus, Lateral or Downgrade**

- (a) Surplus employees pending layoff utilizing ATS as the means to continue employment with AT&T and who accept a LATERAL outside their wage table or wage plan with a higher maximum wage rate will move from the present dollar rate to the nearest step on the new schedule insuring no loss in pay. The progression clock continues.
- (b) Surplus employees who accept a LATERAL or DOWNGRADE outside their wage table or wage plan with a lower maximum wage rate will have their rate of pay reduced over a period of time.
- (c) The reductions in pay are effective at specific periods following the effective date of the new assignment, as shown below, and are based on the differences in rates for the old and new jobs.

**Number of weeks after effective  
date of the assignment**

**Reduction to be applied**

**0 -10 Years N.C.S.**

Weeks 1 thru 4	No reduction
Weeks 5 thru 8	1/3 reduction
Weeks 9 thru 12	2/3 reduction
Weeks 13 & thereafter	Full reduction

**10 - 15 Years N.C.S.**

Weeks 1 thru 30	No reduction
Weeks 31 thru 34	1/3 reduction
Weeks 35 thru 38	2/3 reduction
Weeks 39 & thereafter	Full reduction

**15 Years N.C.S. and over**

Weeks 1 thru 56	No reduction
Weeks 57 thru 60	1/3 reduction
Weeks 61 thru 64	2/3 reduction
Weeks 65 & thereafter	Full reduction

**(AA) LEVEL EQUALIZATION GROUPS (LEGS) MATRIX BY TITLE**

<b>Title</b>	<b>Level Equalization Group</b>	<b>Time in Title</b>	<b>Time in Location</b>
Accessible Communications Associate	2	12	12
Account Representative	2	18	12
Account Service Representative	3	15	12
Account Support Representative	5	24	12
ACS Administrative Associate	3	15	12
Administrative Associate - I	2	12	12
Administrative Associate - II	3	15	12
Administrative Clerk (SS-1)	2	15	12
Administrative Clerk (SS-2)	3	15	12
Administrative Clerk - 1	2	12	12
Administrative Clerk - 2	2	15	12
Administrative Clerk - 3	4	18	12
Administrative Clerk - 4	3	18	12
Administrative Clerk - Data	3	15	12
Administrative Clerk - I	3	15	12
Administrative Intern	2	9	9
Air Conditioning and Refrigeration Mechanic	6	36	12
Analytical Clerk	4	18	12
Analytical Clerk - 2	3	15	12
Analytical Clerk - 3	3	18	12
Analytical Clerk - 4	4	18	12
Apparatus Cleaner	2	12	12
Assistant Graphics Specialist	3	15	12
Bi-Lingual Billing Clerk	2	15	12
Bi-Lingual Operator	2	12	12
Bill Processing Clerk	2	12	12
Billing Associate - II	3	15	12
Billing Associate - III	3	15	12
Billing Clerk	2	15	12

# Other Agreements

<b>Title</b>	<b>Level Equalization Group</b>	<b>Time in Title</b>	<b>Time in Location</b>
Building Attendant	1	9	9
Building Cable Technician - Apprentice	5	36	12
Building Cable Technician - Journeyman	6	36	12
Building Technician	6	36	12
Business Inquiry Representative	4	18	12
Clerical Assistant (TG-6)	4	18	12
Clerical Stenographer	3	15	12
Clerical Typist – Data	2	12	12
Combination Typist	2	12	12
Commercial Account Specialist	5	24	12
Commercial Sales Support Associate	3	15	12
Commercial Telemarketing Representative	3	18	12
Communications Assistant	2	12	12
Communications Assistant - Relay Representative	2	12	12
Communications Operator	2	12	12
Communications Technician	6	36	12
Communications Technician - Toll	6	36	12
Composite Master Trades Worker	5	36	12
Computer Center Plant Engineer	6	36	12
Computer Equipment Operator - Data	3	15	12
Computer Network Associate - II	4	18	12
Computer Network Associate - III	6	36	12
Computer Network Clerk	2	12	12
Construction Technician	6	36	12
Construction Technician (Located)	6	36	12
Contract Clerk	4	18	12
Control Room Operator	3	12	12
Coordinator Assignment - Data	4	18	12
Coordinator Assignment - Data 6	4	18	12
Credit Representative	2	15	12

<b>Title</b>	<b>Level Equalization Group</b>	<b>Time in Title</b>	<b>Time in Location</b>
CSDG Assembler	5	24	12
CSDG Technician	6	36	12
Customer Contact Agent - C	2	12	12
Customer Engineer (Band 1)	6	36	12
Customer Engineer (Band 2)	5	36	12
Customer Engineer I	1	9	9
Customer Engineer II	5	36	12
Customer Engineer II - Apprentice	5	36	12
Customer Engineer III	6	36	12
Customer Engineer III - Journeyman	6	36	12
Customer Representative	3	15	12
Customer Representative - Residence	3	15	12
Customer Sales & Service Specialist	5	24	12
Customer Sales & Service Specialist - Comm	5	24	12
Customer Sales Associate	3	15	12
Customer Sales Associate - Bi-Lingual	3	15	12
Customer Service Associate - I	3	15	12
Customer Service Representative - Data 5	3	15	12
Customer Service Representative - Data	3	15	12
Customer Service Support Agent	3	15	12
Customer Software Administrator - 2	3	18	12
Customer Software Administrator - C	4	18	12
Customer Support Associate	3	15	12
Customer Support Technician - II	5	36	12
Customer Systems Engineer - Journeyman	6	36	12
Data Inventory Specialist	4	18	12
Data Processing Associate I	2	12	12
Data Processing Associate II	4	18	12
Data Processing Associate III	6	36	12
Data Processing Associate IV	6	36	12

# Other Agreements

Title	Level Equalization Group	Time in Title	Time in Location
Data Processing Clerk	2	12	12
Data Service Coordinator	3	15	12
Data Service Coordinator 5	3	15	12
Data Software Administrator	4	18	12
Dedicated Customer Engineer - Journeyman	6	36	12
Delivery Driver	5	9	9
Design Associate-HITS	5	24	12
Desktop Publishing Coordinator	4	18	12
Desktop Publishing Specialist	3	15	12
Dispatch Clerk Data	2	12	12
Drafting Associate	4	18	12
Electrician	6	36	12
Engineering Associate	6	36	12
Engineering Data Clerk	3	15	12
Federal Administrative Clerk	3	15	12
Federal Business Representative	5	24	12
Federal Graphics Specialist	5	24	12
Federal Order Administrator	3	15	12
Federal Records Clerk	2	12	12
Federal Sales Representative	5	24	12
Federal Senior Clerk	4	18	12
Federal Senior Graphics Specialist	6	36	12
Five Tier Senior Clerk	2	9	9
Five Tier Senior Secretary	3	15	12
General Clerk (E-3)	2	12	12
General Clerk (SS-1)	2	15	12
General Clerk - 1	2	12	12
General Clerk - Data	2	12	12
General Clerk - Data 4	2	12	12
General Service Clerk	2	12	12

<b>Title</b>	<b>Level Equalization Group</b>	<b>Time in Title</b>	<b>Time in Location</b>
General Services Senior Clerk	3	15	12
General Utility Worker	2	12	12
GPM Carpenter	5	36	12
GPM Electrician	5	36	12
Graphics Assistant	2	12	12
Graphics Specialist	5	24	12
Hazardous Materials Technician	4	15	12
Head Supplies Attendant	4	18	12
Information Services Agent	2	12	12
Information Services Clerk	3	12	12
Instrument and Control Mechanic	6	36	12
International Process Associate	3	15	12
Inventory Specialist - Data	3	15	12
Light Supplies Delivery Driver	4	9	9
LS Associate	3	18	12
LS Clerk	2	12	12
LS Specialist I	4	36	18
LS Specialist II	6	36	18
Marketing Associate	4	18	12
Marketing Clerk	2	12	12
Mechanic - C	4	18	12
Mechanic - I	4	18	12
Network Comm Tech-HITS	6	36	12
Network Order Administrator	3	15	12
Network Security Representative	4	18	12
Office Clerical Assistant	1	9	9
Office Clerical Assistant -C	1	9	9
Office Clerical Assistant - I	1	9	9
Office Clerical Assistant - 2	2	12	12
Office Clerical Assistant - 3	3	15	12



# Other Agreements

<b>Title</b>	<b>Level Equalization Group</b>	<b>Time in Title</b>	<b>Time in Location</b>
Office Clerical Assistant - 5	2	15	12
Office Clerk	2	12	12
Office Support Clerk	1	9	9
Operations Clerk	2	12	12
Operations Clerk - 7	6	36	12
Operations Mechanic	4	18	12
Operator	2	12	12
Operator Service Center Clerk	3	15	12
Order Clerk - Data	3	15	12
Order Typist - 1	3	15	12
Order Writer - 1	3	18	12
Order Writer - 2	4	18	12
Plant Operation Mechanic	5	24	12
Print Reprographics Operator	2	9	9
Receiver	3	24	12
Receiver-Shipper/Storekeeper	3	12	12
Records Clerk -C	2	12	12
Records Clerk - I	2	12	12
Records Clerk (E-3)	2	12	12
Records Clerk (SS-1)	2	15	12
Records Clerk - 2	3	15	12
Records Clerk - 3	2	15	12
Records Clerk - 4	3	18	12
Records Clerk - 6	1	9	9
Records Clerk - 7	6	36	12
Reports Clerk (SS-1)	2	15	12
Reports Clerk (TG-5/SS-2)	3	15	12
Reprographics Specialist	3	12	12
Results & Accounting Analyst - Data	4	18	12
Revenue Results Clerk	3	15	12

<b>Title</b>	<b>Level Equalization Group</b>	<b>Time in Title</b>	<b>Time in Location</b>
Sales Associate - N	2	12	12
Sales Representative - C	5	24	12
Sales Representative - C - Commission	5	24	12
Secretarial Stenographer	4	18	12
Security Reports Clerk	2	15	12
Senior Bill Processing Clerk	2	15	12
Senior Clerk	3	15	12
Senior Clerk - 1	2	12	12
Senior Communications Operator	3	15	12
Senior Construction Technician	6	36	12
Senior Data Processing Clerk	3	15	12
Senior File Clerk	3	15	12
Senior Graphics Specialist	6	36	12
Senior Marketing Clerk	3	15	12
Senior Office Clerk	2	15	12
Senior Operations Clerk	3	15	12
Senior Operator Service Center Clerk	4	18	12
Senior Records Clerk	3	15	12
Senior Records Clerk - OS (TG-5)	3	15	12
Senior Reports Clerk - OS (TG-6)	4	18	12
Senior Stenographer	3	15	12
Senior Technician - Journeyman	6	36	12
Service Assistant	3	15	12
Service Attendant-HITS	3	15	12
Service Bureau Assistant	5	24	12
Service Center Clerk - Data	4	18	12
Service Coordinator - 3	4	18	12
Service Coordinator - 4	3	15	12
Service Order Administrator	3	15	12
Service Order Typist	2	12	12

# Other Agreements

Title	Level Equalization Group	Time in Title	Time in Location
Shop Attendant	3	15	12
Special Billing Clerk	2	18	12
Special Operations Clerk	4	18	12
Special Reports Clerk	4	18	12
Staff Assistant I	6	36	12
Staff Assistant II	6	36	12
Subpoena Management Clerk	4	18	12
Supplies Attendant	3	18	12
Supplies Attendant - Data	3	15	12
Supplies Coordinator	4	18	12
Supplies Expediter	5	36	12
Supplies Expediter - Data	5	36	12
Systems Applications Specialist	6	36	12
Systems Engineer - Journeyman	6	36	12
Systems Technician - Journeyman	6	36	12
Technicians Apprentice	5	36	12
Technicians Assistant	1	9	9
Telecommunications Relay Associate	2	12	12
Telecommunications Relay Clerk	2	12	12
Teleconference Specialist	2	12	12
TRA Administrative Associate	3	15	12
Truck Dispatcher	5	36	12
Warehouse Shipping & Receiving Clerk-HITS	3	15	12
Word Processing Specialist	2	12	12
Word Processing Specialist - 1	3	15	12
Word Processing Specialist - 2	4	18	12

**(BB) ADMINISTRATIVE AND OTHER IMPROVEMENTS TO ATS**

Mr. R. V. Maly, Vice President, CWA  
Mr. R. F. Morrison, Chairman, System Council T-3, IBEW

Gentlemen:

**Re: Administrative and Other Improvements to ATS**

This will confirm our understanding reached during 2002 Bargaining that the Unions and the Company, recognizing the proven advantages of continuing to simplify administrative processes and other improvements concerning the AT&T Transfer and Rehire System (ATS/ARS) agree that:

The ATS/ARS Review Board will continue to seek ways to address the following subjects:

- The staffing of ATS/ARS positions requiring a security clearance.
- Review and update the employee information package, skill codes, job titles, and level equalization groups data (target date of 4<sup>th</sup> quarter 2002).
- Educate the general ATS employee population that registration with ATS is essential.
- Discuss potential areas for enhancement regarding the ATS/ARS system as well as the ATS/ARS Web site.
- Review Time-in-Title for all Operations Represented Titles (target 4<sup>th</sup> quarter 2002). Any changes to be implemented will be effective January 1, 2003.
- Review Time-in-Title for LNS Represented Titles (target 4<sup>th</sup> quarter 2002). Any changes to be implemented will be effective January 1, 2003.
- Review and discuss the feasibility of new selection criteria. During September, 2003, the Review Board will review their findings regarding this effort.
- Continue to seek ways to mechanize and electronically provide information regarding employee status on individual placement requests.
- Review and discuss ATS/ARS job requisitions to ensure candidates are selected and/or job requisitions are closed in a timely manner.

## Other Agreements

Further, should emerging technology make additional simplification or improvements possible, the Company will pursue such programs. The schedule for implementation of all enhancements will be established and monitored by the Joint ATS/ARS Review Board, with input from the Integrated Workforce Solutions (IWS) organization.

Very truly yours,

/s/ F. N. Murray  
Labor Relations, V.P.

Concurred:

/s/ R. V. Maly  
Vice President, CWA

/s/ R. F. Morrison  
Chairman, System Council T-3, IBEW

**(QQ) PAYMENT OF SIGNING BONUS AND APA TO EMPLOYEES ON  
UNION LEAVE OF ABSENCE**

Mr. R. V. Maly, Vice President, CWA

Mr. R. F. Morrison, Chairman, System Council T-3, IBEW

**Re: Payment of Signing Bonus and APA to Employees on Union Leave of  
Absence**

Gentlemen:

This will confirm our agreement reached in 2002 Bargaining that payment of the \$250 Signing Bonus and two (2) APA payments will be made to employees on a Union Leave of Absence at the same time and in the same manner as they are paid to other occupational employees represented by the Unions.

Very truly yours,

/s/ F. N. Murray  
Labor Relations, V.P.

Concurred:

/s/ R. F. Morrison  
Chairman, System Council T-3, IBEW

/s/ R. V. Maly  
Vice President, CWA

**(RR) COPE PAC DEDUCTIONS - IBEW**

Mr. R. F. Morrison, System Council T-3, IBEW

The Company will continue procedures, which became effective January 1, 1987, to permit IBEW-represented employees to contribute to the IBEW-COPE Political Action Committee ("IBEW-COPE PAC") through payroll deductions. Such procedures shall continue in effect during the term covered by this Memorandum of Agreement.

As provided for in the regulations of the Federal Election Commission, the Union will reimburse the Company for the cost of administration of the payroll deduction system for IBEW-COPE PAC. The parties agree that such costs, during the term of this Memorandum of Agreement, have been projected and included, as advance reimbursement, in the amount of the economic settlement contained in this Memorandum of Agreement, as a debit to the Union and a credit to the Company.

Payroll deductions authorized pursuant to this Agreement will be transmitted to the Treasurer of IBEW-COPE PAC on a monthly basis.

Sincerely,

/s/ F. N. Murray  
Labor Relations, V.P.

Concurred:

/s/ R. F. Morrison  
Chairman, System Council T-3, IBEW

Attachment

**Attachment - IBEW  
COPE DEDUCTION  
ADMINISTRATION COST SUMMARY**

<b>Union</b>	<b>Estimated Employees</b>	<b>Annual Remittance</b>
CWA	3,543	\$201,344
IBEW	1	16
<b>TOTAL</b>	<b>3,544</b>	<b>\$201,360</b>

Administrative support, miscellaneous expenses in manpower and supplies in connection with card data entry, problem resolutions, remittance efforts to each union, general maintenance of processes and documentations amounts to approximately \$500.00 per year for the life of this Agreement.

**Total estimated cost over life of Agreement: \$500.00 x 1.5 years = \$750.00**



## **(SS) MEMORANDUM OF UNDERSTANDING REGARDING NEUTRALITY AND CONSENT ELECTION**

This agreement between CWA, IBEW and AT&T supersedes all previous agreements between the parties concerning union organizing, access to employees and code of conduct applicable to union organizing efforts, card check, values, etc. It is effective on July 1, 1999.

The Unions and the Company recognize that it is in their mutual interest to operate in the spirit of partnership and common vision. The parties also share the mutual goals of building a world class, high performance enterprise and addressing employment security through business success and employee development. As a means to achieve these goals the parties will mutually support regulatory and legislative efforts, marketing/sales and service efforts, and other business initiatives leading to employment security and AT&T's business success.

The parties also recognize that the Unions' goal of growing membership is intrinsically linked to the successful growth of the business. In order to maintain this perspective and to also avoid unnecessary confrontation, the parties agree that the following principles regarding neutrality and consent election will be applicable to all AT&T Business Operating Units and Divisions listed on Attachment 1 and shall be the exclusive means by which the Unions, their locals, or individuals acting on their behalf, will conduct an effort to organize non-management employees in the covered AT&T Business Operating Units or Divisions listed.

### **1 Employee Choice**

Both the Unions and the Company support and agree with the principle that the decision as to whether or not to become represented by a union is one that does not belong to either the Union or to the Company. Rather, it is an individual decision that belongs to the employee. With the parties' mutual recognition of this fundamental tenet, the following provisions are intended to establish, encourage, and nurture an environment during a union organizing drive that will allow employees to choose whether or not to become represented in a fully informed and uncoerced manner. All negotiations concerning appropriate unit, access, conduct, and voting will be performed by local management and Local Union officials, i.e., those directly impacted by these discussions. The local union and management officials may request a meeting with the appropriate union and company headquarters representatives at the beginning of this process.

### **2 Neutrality**

The Company and the Unions agree that an organizing drive should be and will be met by a neutral position by the company. This statement is consistent with and reinforces the previously established principle of employee choice. It should follow that an environment intended to foster employee choice would be a neutral environment and that information communicated by either party would be fact based and not misleading, distorted or disparaging. Neutrality means the following:

- (a) Management will not be anti-union nor will the Union be anti-management.
- (b) Management will not advocate that employees should not vote for a union to represent them.
- (c) The Unions will be afforded reasonable opportunities for access to employees to get their message communicated.
- (d) Management will respond to employee questions, and is obligated to correct inaccurate or misunderstood information by employees.
- (e) The Union(s) will be referred to by name and will not be characterized as a "third party" or "outsider".
- (f) Any written information distributed to employees by either party relative to the organizing campaign will be shared with the other. The parties' communications with employees will be in accordance with this agreement.
- (g) Neither party will hire consultants who encourage an adversarial relationship.
- (h) Neither managers nor union representatives will be personally attacked.
- (i) Neither the Union nor the Company will be attacked as institutions.
- (j) The Company will not conduct "captive" audience meetings.

Allegations of violations of these provisions will be handled via the dispute resolution process contained in this Agreement.

### **3 Rules**

The procedures to be followed are listed below:

- (a) The Union must show a minimum of 50% + 1 show of interest on signature cards of the appropriate unit.
- (b) If an election is conducted and the Union is not successful, another election will not be scheduled for twelve months.
- (c) A vote of 50% + 1 of those who vote, validated by the Third Party Neutral (TPN), will determine the outcome.
- (d) The TPN will resolve any issue concerning challenged ballots in similar fashion to the NLRB process.

### **4 Time Bound**

It is in the interest of both parties that the organizing campaign be conducted expeditiously. The union is therefore obligated to notify management of its intention to conduct a formal organizing drive before it begins. The date of this notification will "start the clock". The entire campaign, including the consent election, will be concluded in ninety (90) days. It is the intent of the parties that the ninety (90) day time frame will include discussion and agreement on the unit. In the event the parties are unable to agree on the

unit, the dispute resolution process set forth below will be utilized and the time period will be extended by the number of days required to reach agreement on the unit, but in no event will the total campaign, including resolution of the scope of the bargaining unit and the consent election process, exceed one hundred twenty (120) days. If employees vote not to be represented, the union agrees not to initiate another campaign (nor continue the current campaign) in that same work group for twelve (12) months from the date of the conclusion of the campaign. This would not preclude the Local Union from having contact with the workers in the group. If employees vote to be represented, collective bargaining over the terms and conditions of employment will commence within sixty (60) days and will be limited to the agreed upon unit.

### **5 Informed Decision**

Both parties agree that employees should be fully informed about all aspects of union representation. The Union will provide fact-based information to employees as it endeavors to convince prospective members of the merits of being represented by a labor union. Management's role during this process will include:

- (a) responding to individual employee inquiries
- (b) explaining the organizing process, including obligations and responsibilities
- (c) correcting any inaccuracies or misstatements or misunderstandings disseminated by the Union.

### **6 Free from Coercion**

Consistent with the basic tenet of employee choice, the parties want to ensure that employees have expressed their choice from an informed position and are completely free from any coercion by the Company, the Union, or any other party or parties. One way to ensure this objective is to have an NLRB conducted election.

In the alternative, the Company and the Union agree to use a process called "Consent Election". This process will work as follows:

- (a) As part of the access discussions, the parties agree to use "Consent Election".

- (b) The Unions shall initiate the consent election process by providing to a third party neutral (TPN) proof of support by means of show of interest cards from 50% + 1 of the employees in the unit. The neutral will then notify AT&T and request a list of names, job titles and home addresses. The Company will furnish the list within three working days. The applicable union will also be furnished with the list. The "show of interest" cards will clearly state their purpose and that a secret ballot consent election will be conducted to determine the will of the unit. If the neutral determines that the Union(s) has a sufficient show of interest, he/she will schedule a Consent Election process in accordance with this agreement.
- (c) The election process will be supervised by a mutually selected neutral, whose role it is to ensure the integrity of the process itself, and will be conducted within two (2) weeks of the submission of the Union's show of interest to the TPN. Employees will be asked to express their individual preference in a manner that will ensure that their choice will not be known to either party. The neutral will count the votes and advise the parties of the outcome. Consistent with this agreement, a vote of 50% + 1 of those who vote will control. The parties may have an observer present when the TPN counts the ballots.
- (d) In all cases, the election process shall take place within fourteen (14) days of receipt and verification of the Union's show of interest cards by the neutral. In those cases in which there is no dispute about the composition of the unit, the election process will be held within seven days. The election may be held at the Company location or at a neutral site as agreed by the parties. The cost of using a neutral site will be split equally by the parties.

If there is a dispute as to the composition of the unit, the neutral shall either decide the issue within an additional seven days or order an election as described above with the decision as to the composition of the unit to follow the election within no more than seven days.

## **7 Access Agreement**

As soon as reasonably practicable after a request by the CWA/IBEW for access, local management and CWA/IBEW representatives will meet to discuss the details related to reasonable access to the unit by CWA/IBEW representatives. The Union(s) will be allowed reasonable opportunities for access to AT&T facilities. It is the intent and commitment of AT&T and the CWA/IBEW that the access agreed upon will not interfere with the operation and other normal and routine business activities, plans and programs of AT&T generally and, specifically, the selected unit. Access agreed upon will be in non-working areas and during employee non-working times. Agreements as to eventful access, such as access to conference rooms, will be reasonable in length and there will be reasonable periods between requests for eventful access. However, uneventful access, such as a prearranged meeting with an individual employee, will not be affected by this.

If AT&T and the CWA/IBEW are unable to agree on reasonable access, the third party neutral will be asked to resolve the issue. Successful access agreements utilized at other units will be looked to for guidance as to what works and is reasonable. AT&T and the CWA/IBEW commit that they will reach such an access agreement in each instance in an expeditious manner.

## **8 Dispute Resolution**

- (a) Questions or disputes arising during the course of an organizing effort within a particular unit of non-represented employees will, in all cases, be addressed first by and between the parties themselves and, in particular, local AT&T management and appropriate CWA/IBEW representatives. It is the intent and desire of AT&T and the CWA/IBEW that such matters be dealt with and are best dealt with by and between the parties themselves, particularly at the local level, without having to resort to the assistance of a third party. It is also agreed, however, that, if every good faith and reasonable effort has been made, but the matter still remains unresolved, the process described below will be utilized.
- (b) The Third Party Neutral (TPN) will resolve disputes in the manner set forth in this agreement. Either AT&T or the CWA/IBEW can refer a question or dispute, unresolved after good faith efforts have been made to resolve the dispute locally, to the chosen Third Party Neutral by providing three working days' written notice to both the other party and the TPN. The notice will provide a complete statement of the question or dispute to be addressed and a statement that the parties have attempted in good faith but have been unable to resolve the matter by and between themselves.
- (c) The TPN has the authority (pursuant to Section 8) to issue appropriate remedial orders in connection with claimed violations of the NCE which would restore the conditions necessary to allow employees to choose whether or not to become represented in a fully informed and uncoerced manner consistent with the provisions of paragraph (1) Employee Choice and (2) Neutrality of the NCE Agreement. Such remedies, applicable to either the Company or the Union, may include the posting of notices; cease and desist orders; postponement of the election for the notice posting period; ordering the postponement or barring of organizing efforts by the Union; an election, card check or recognition (as described in paragraph (9)) below, at a specific location.
- (d) If the question or dispute involves a matter related to access (i.e., the nature, event, time, location, individuals involved, etc.), the TPN will fully investigate all relevant facts surrounding the question or dispute. The TPN will then call the parties together and attempt to facilitate resolution of or otherwise mediate the matter.

If, after a good faith attempt at facilitated resolution or mediation, the access question or dispute is still not resolved, the TPN will attempt to render an immediate decision, which includes a method or alternative methods of resolving the perceived access problem. However, in no event will the TPN take longer than five (5) days thereafter to render a decision. The decision of the neutral will be final and binding and the parties agree to abide by his/her decision. This process, from the time the TPN is contacted to the time his or her opinion is issued, will not take more than fifteen (15) days unless the parties agree otherwise.

- (e) If the dispute involves the appropriateness of the bargaining unit the Union seeks to organize and the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to the TPN and a hearing shall be conducted consistent with the rules of the AAA. The neutral shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act and the decisions of the National Labor Relations Board and Appellate reviews of such Board decisions.
- (f) Regardless of the type of question or dispute that is submitted to the Third Party Neutral, the parties will each be given a full opportunity to present their positions and supporting factual information prior to the issuance of any opinion. No written briefs will be submitted. There shall be no ex parte contact with the Third Party Neutral without the concurrence of all parties. AT&T, the CWA and IBEW believe that matters pertaining to these values are best handled by and between the parties themselves and resort to a TPN should be necessary in only a limited number of cases.

AT&T and the CWA/IBEW agree that the parties may distribute a decision of the TPN to employees in the selected unit but not outside to the public such as the press.

- (g) The parties agree that the process set forth herein shall be the exclusive means for resolving disputes covered by this dispute resolution process, and neither party will utilize any other forum (e.g. NLRB, federal court, etc.) to address issues subject to resolution pursuant to this process.
- (h) All expenses resulting from the use of the TPN process shall be split equally by AT&T and the Union.

## **9 Card Check Remedy**

- (a) Within seven days after an election, charges of NCE violations may be referred to the TPN. If the TPN finds an instance(s) of a serious or repeated NCE violation(s) by management in any organizing effort at a location where formal notice has been given by the union, the TPN may remedy the situation by setting aside the results of the election and requiring the company to recognize the Union in the appropriate unit at

that location in which the election was held, provided that proof of majority support has been submitted to the AAA and verified, and provided that the TPN concludes that the Company has engaged in substantial non-compliance of the neutral environment provided for in paragraph (2) 'Neutrality' of the NCE agreement and therefore preventing employees from choosing whether or not to become represented in a fully informed and uncoerced manner as provided in paragraph (1) 'Employee Choice' of the NCE Agreement.

- (b) If the TPN finds an instance(s) of a serious or repeated NCE violation(s) by management in any organizing effort at a location where formal notice has been given by the union but a request for election has not yet been submitted, the TPN may provide for recognition for card check in the appropriate unit at that location subject to the union's notice. The cards may be submitted during a 90 day period following the TPN's decision if he/she has concluded that the Company has engaged, at that location, in violations of the NCE of such severity that other remedies (including those set forth in paragraph 8 (c)) would not restore conditions which would allow employees to choose whether or not to become represented in a fully informed and uncoerced manner. In these cases, charges of NCE violations must be submitted to the Company and the TPN within 7 days of the claimed violation. It being understood that both parties will endeavor to resolve any and all disputes as soon as possible. In the event the TPN finds such a severe violation of the NCE, the Union shall provide the required show of interest cards to the AAA during the 90 day period. The Company shall then provide to the AAA its *Excelsior* list of unit employees within three business days of the date the Company is notified of receipt of such cards by the AAA. If there is a dispute as to the composition of the unit it shall be referred to the TPN. After receipt and verification by the AAA, if the majority support has been provided, the Union will be recognized at that location.

**(SS) AT&T BUSINESS OPERATING UNITS AND DIVISIONS**

**ATTACHMENT 1**

ANS Customer Service Operations (previously Business Customer Care)  
AT&T Consumer Services (previously Consumer Markets)  
AT&T Labs (including previously AT&T Solutions)  
Brand Strategy/Marketing Communications  
Business Service Enterprises (previously Business Markets and including AT&T Solutions)  
Chief Financial Officer Organization  
Controller Division  
Global Real Estate  
Human Resources  
International Ventures Organization  
Law and Government Affairs  
Packet & Optical Network Services (previously Network and Computing Services)  
Public Relations & Employee Information  
Supplier Management Division  
ATTSCO  
GRCI  
Local Network Services  
Web Hosting



**(k) PENNSYLVANIA LENGTH OF SERVICE**

"Term of Employment" as used in Article 14 - Vacations of the Collective Bargaining Agreement between the Company and the Union shall mean Net Credited Service. Length of service as used in Article OS2 (Weekly Work Schedules and Hours of Work), Paragraph 2, shall mean service as measured from the date of last hiring by AT&T or, if such hiring was prior to January 1, 1984, any Company which was part of the former Bell System.

**(w) ELECTRONIC MONITORING**

Sampling of service, used in the spirit of trust and respect, is a valuable tool to enhance customer service. To assure courteous treatment, accurate information and superior service, customer calls may be monitored to assist in the training and development of employees, identification of customer needs and product evaluation. Such call sampling includes individual monitoring and process monitoring (i.e. monitoring not performed on a specific individual.)

Sampling will be conducted by trained observers. When individual monitoring is done, employees will be given prior notification the day sampling is to take place and each will have the option of remote or side-by-side monitoring. All remote monitoring will be taken from within the work area of the employee being monitored. Feedback of all calls sampled will be provided to the employee by the end of the day of the completed contact (defined as the day the employee being sampled has initiated and/or provided the service requested by the customer). The employee will be notified of exceptional service or gross customer abuse immediately. This policy shall also apply to group sampling. Process monitoring (i.e. monitoring not performed on a specific individual) may be conducted without employee notification.

No employee shall be disciplined as a result of individual or process monitoring except for gross customer abuse, fraud, violation of privacy of communications, or when developmental efforts have not been successful. The Union may appeal such action pursuant to the provisions of Article G7 (Grievance Procedure) and Article G8 (Arbitration and Mediation).

It is agreed that all past practices and local letters of agreement which restrict the practice of service observing and monitoring are eliminated. The Company will continue to comply with any applicable laws regarding service monitoring or observation.

**(hh) GENERAL FOREMAN - LOCAL 134**

**LETTER OF UNDERSTANDING  
BETWEEN AT&T AND IBEW LOCAL 134**

**Re: FOREMAN AND GENERAL FOREMAN POSITION**

The Company and the Union agree to the following with regard to the Foreman and General Foreman:

- 1 Even though they have carried forward the provisions of the 1998 Agreement with the staffing of the Foreman position in the 2002 Collective Bargaining Agreement, the parties agree that the staffing of the Foreman position will be suspended until such time as there are a total of 25 Customer Engineer III - Journeymen and/or Customer Engineer II - Apprentices, or any other combination of Journeymen /Apprentices employed, at AT&T and working within the boundaries of Cook County, Illinois.
- 2 Even though they have carried forward the provisions of the 1998 Agreement with regard to the General Foreman, the Union and Company may appoint by mutual agreement either an employee who is or will be a "B" level or some other person to serve as General Foreman as long as the individual is in good standing with Local Union 134, IBEW.
- 3 The grievance process and the role of the General Foreman in the process will be as follows:
  - (a) First Step - The grievant, steward and General Foreman.
  - (b) Second Step - The Chief Steward and the District Manager, or his/her designee.
  - (c) Third Step - The Business Manager or his designee and the AT&T Labor Relations representative representing the Director of Labor Relations.
- 4 The responsibility of the General Foreman will be those responsibilities as set forth in Article CS5 of the 2002 Collective Bargaining Agreement.

/s/ Danny Huereca

/s/ Dave Rehberg

**(A1) CONSTRUCTIVE RELATIONSHIP COUNCIL**

The Constructive Relationship Council shall meet on a quarterly basis. The CRC will consist of an equal number of management and union representatives. At each quarterly meeting at least one member of the senior leadership team of the Company's business units shall participate in a CRC meeting. At the meeting, the Business Unit leader will review with the Union's leadership the state of the business, technological developments and projected contracting initiatives which are expected to take place. The Union will be provided the opportunity to suggest and recommend alternatives to the anticipated contracting and to discuss the impact of these technological developments upon employees the Unions represent and the Company agrees to give serious consideration to the Unions' suggestions and recommendations. The discussions are not intended to preclude the Company from sub-contracting but allow the parties the opportunity to conduct open and thorough dialogue in understanding both the Company's business needs and the Unions' institutional needs. The parties may agree to schedule additional meetings with individuals in Business Units to discuss issues raised in the meeting.

The parties agree to share such information as is necessary and appropriate but because such information will in most cases be confidential and competitively sensitive, the Union agrees that information disclosed at or in connection with the CRC shall not be released or disclosed beyond the individuals participating in the meeting without the express written consent of the Company. Any questions or disputes about the adequacy or relevance of any information provided or requested at the meeting shall be addressed exclusively by the participants in the meeting, and shall not be subject to the grievance procedure nor the basis for litigation or NLRB proceedings.

Nothing contained in this letter shall be deemed to authorize the submission of contracting disputes or the Company's decision to introduce new or enhanced technology to arbitration. Notwithstanding, the goal of the parties will balance the needs of customers, the provision of excellent service, economic factors and the needs of bargaining unit employees for employment security.

### **(B1) SUBCONTRACTING COMMITTEE**

A challenge to an effective union-management relationship is the on-going debate about the need to respond efficiently to competitive market conditions and customer demand while recognizing the importance of employment security and job opportunities for current and future employees. Issues around contracting out of work have been particularly difficult to resolve to the satisfaction of both the Union and the Company.

The Union and the Company agree that each has a responsibility to suggest and consider solutions for enabling the use of bargaining unit employees for work most effectively done by employees. To be successful, this requires a good faith effort by both parties.

To accomplish this, the Constructive Relationship Council will form a Committee to discuss AT&T's contracting out initiatives. This committee will be made up of three (3) IBEW representatives, a staff person from the CWA Communications and Technologies Office, two (2) Local Officers appointed by the Vice-President of that office and three (3) representatives of AT&T. Additional people may be brought in as "subject-matter-experts," when necessary, upon mutual agreement by the parties.

The Committee shall, under the direction of the CRC, discuss current and future Contracting initiatives. In the case of new initiatives, the Company will provide as much notice as reasonably possible to facilitate discussions on alternatives to subcontracting. The Company will provide to the members of this Committee information necessary to fully examine the current and future contracting initiatives. This may include, but is not limited to, a list of all Contractors, their function, the Business Units they work for, the number of hours/days they worked that month, the particular work location, the hourly rate and the total cost of the Contract, economic factors, the skills necessary to perform the work and the impact such subcontracting may have on employment security.

The purpose of these discussions is for the parties to understand the specific conditions that have influenced the Company's decision to contract work out and provide the Union an opportunity to discuss alternatives that would meet our common goals of balancing the needs of the customers, economic factors, the provisions of excellent service, and the needs of the bargaining unit employees for employment security.

This agreement in no way changes the intent and meaning of Article 30 and G23 and the Bahr/Williams letter.

The Constructive Relationship Council will provide oversight and direction to the Committee and, if necessary, may amend the above.

**(C1) STANDING JOINT SUBCOMMITTEE ON TESTING**

AT&T, CWA and IBEW agree to have the Standing Joint Subcommittee on Testing meet to discuss those issues raised during the 2002 contract negotiations.

The subcommittee will endeavor to establish a procedure whereby it may be involved upfront in the process and in so doing will be provided such information as:

1. The reason a test is being changed or developed;
2. An overview of the test development plan;
3. Feedback as the test or change is being developed.

The subcommittee will also determine what data, if any, is necessary to help the subcommittee answer questions about issues around current tests.

**(D1) AT&T RESOURCE CENTERS (ARC)**

AT&T, CWA and IBEW agree to establish a Joint ARC Steering Committee to discuss the AT&T Resource Centers (ARC). The Committee will include two (2) members from the IBEW and the CWA and four (4) from the Company.

The Committee will look at the roles of the current ARC's in AT&T and where possible, review ways to enhance the role of the AT&T Resource Centers to more closely follow the model of the Employee Resource Centers. The Committee will review the services provided by the ARC's which may include the following:

- education and training;
- career and personal counseling;
- resource data for local area jobs and skills required;
- interface with AT&T Transfer and Rehire System (ATS/ARS) and the Alliance;
- assistance and referral concerning benefit programs;
- other services and counseling deemed to be appropriate by the Joint ARC Steering Committee.

**(E1) CARD CHECK**

The Company will neither help nor hinder efforts by the Union to organize and represent occupational employees in the Company's Dual Party Relay Centers, provided, however, that the Company is not precluded from responding to employee's inquiries related to the issue of union representation.

When the Union claims that at least sixty five per cent (65%) of such employees have signed authorization cards designating the Union as their exclusive bargaining agent in an appropriate unit, the Company will recognize the Union as the bargaining agent of such employees without an NLRB-supervised election, provided the following conditions are satisfied:

- (a) The Company and the Union have mutually agreed that the bargaining unit in which the Union seeks recognition is an appropriate bargaining unit; and
- (b) The Company and the Union have mutually agreed upon the number and identity of the employees eligible for representation in such a unit; and
- (c) The Union submits to a mutually selected third party signed authorization cards from at least sixty five per cent (65%) of the employees in the agreed-upon bargaining unit, all of which expressly state that by signing the card the employee designates the Union as his/her exclusive bargaining representative, and further, understands that if a majority of the employees in the unit also sign such cards, the Company will recognize the Union without an NLRB-supervised election; and
- (d) The Union's majority status in the agreed-upon bargaining unit is confirmed by the mutually selected third party. If the Company and Union fail to agree upon either of the conditions set forth in paragraphs (a) and (b) above, the matter may be referred to the NLRB for determination.
- (e) The Union has notified the Company of its intent to conduct an organizing drive before it begins. The campaign will begin following receipt of the notice and the entire campaign must be concluded within ninety (90) days from receipt of the notice. No authorization cards may be solicited or signed before the Union provides the required notice to the Company. If the Union does not present cards from the requisite number majority of the employees in the agreed upon unit within the ninety (90) day period, the Union will not initiate another organizing effort (nor continue the existing one) for a period of twelve (12) months after the expiration of the ninety (90) day period.

**(F1) ATS TRIAL: AT-RISK CANDIDATES DECLINING ATS JOB OFFERS**

Mr. R. V. Maly, Vice President, CWA

Mr. R. F. Morrison, Chairman, System Council T-3, IBEW

Gentlemen:

**Re:     ATS Trial: At-Risk Candidates Declining ATS Job Offers**

The Unions and the Company, recognizing that unforeseen circumstances may result in the need for an At-Risk employee to decline an ATS job offer, agree to conduct a trial for one year in which, under the circumstances described below, At-Risk employees may decline one (1) ATS job offer without loss of their Surplus status.

The provisions of this article will allow for At-Risk employees to decline one (1) ATS job offer without loss of their surplus indicator. Upon declination of a second job offer, the employee will lose their surplus indicator and must meet the Career eligibility requirements in order to participate in ATS.

The staffing office will track all such declinations and provide the ATS/ARS Oversight and Review Board with a report on a monthly basis.

The Joint ATS/ARS Review Board will evaluate the results of the trial and will report the results to the Unions and the Company at the end of the trial.

Very truly yours,

/s/ F. N. Murray

Labor Relations, V.P.

Concurred:

/s/ R. F. Morrison

Chairman, System Council T-3, IBEW

/s/ R. V. Maly

Vice President, CWA



**(G1) ATS/ARS COORDINATOR**

Mr. R. V. Maly, Vice President, CWA

Mr. R. F. Morrison, Chairman, System Council T-3, IBEW

Gentlemen:

**Re:     ATS/ARS Coordinator**

The Unions and the Company agree to continue, for the term of this agreement, the position of ATS/ARS Coordinator.

Very truly yours,

/s/ F.N. Murray  
Labor Relations, V.P.

Concurred:

/s/ R. F. Morrison  
Chairman, System Council T-3, IBEW

/s/ R. V. Maly  
Vice President, CWA

**(H1) MILEAGE REIMBURSEMENT (PERSONAL VEHICLE)**

Employees who are entitled to reimbursement for mileage under the terms of this Agreement shall be reimbursed at the highest allowable IRS rate for business travel which does not require inclusion of the amount in the employee's gross income.

**(a1) ELIMINATION OF ARTICLES/LETTERS**

The Company and the IBEW have agreed to archive **ARTICLES T1-T4 and T6**, which had appeared in the 1998 agreement. The Titles listed in **ARTICLES T1** are as follows:

Clerical Assistant  
CSSO Technician  
Customer Software Administrator  
Customer Systems Engineer  
Distribution Technician – Band A  
Distribution Technician – Band B  
Managers Clerk  
Project Coordinator  
Repair Clerk  
Senior Technician  
Service Center Clerk  
Service Coordinator  
Service Order Clerk  
Software Associate  
Systems Technician

In the event the Company, during the term of the 2002 Agreement, re-introduces the titles to which this language applied, or introduces into the bargaining unit titles performing substantially similar duties, the language of the appropriate archived Article will apply.

**(b1) LETTER OF UNDERSTANDING**

This will confirm our understanding reached in 2002 IBEW Operations Bargaining that, for the duration of the parties' 2002 Memorandum of Agreement, if, the Company is considering either a force reduction or closure of the Williamsport Pennsylvania Toll Free Directory Assistance Center, the Company will engage the Union in discussions to explore alternatives.

**(c1) NEW CASTLE, PENNSYLVANIA (WAYNE REHIRE)**

Any employee in the Communications Assistant or Communications Assistant Relay Representative position formerly employed in the Wayne TRS Center who is rehired via ARS will remain at the wage schedule for that title as long as the incumbent remains in New Castle in the title of Communications Assistant or Communications Assistant – Relay Representative represented by the IBEW Local 1944.

**(d1) RELAY SIXTH DAY AGREEMENT**

This will confirm our understanding that the company will normally not schedule employees to work a six-day week beyond six consecutive weeks unless emergency business conditions warrant.

**(e1) FLEXIBLE EXCUSED WORK DAYS---EMPLOYEES COVERED BY ARTICLES TRA1, R1, OS1**

The Company and the Union recognize that it may be in the best interest of the employees to have the ability to take time off for brief intervals because of personal needs. Accordingly, for the 2002 Bargaining Agreement five (5) Excused Work Days may be used as follows:

- 1 Each Flexible Excused Work Day may be divided into increments of one (1) hour for an increment, the last increment of an Excused Work Day may be less than one hour.
- 2 The five days do not have to be designated during the vacation selection process.
- 3 An increment may be taken at any time during the vacation schedule period provided:
  - (a) His/Her supervisor is notified before the beginning of the tour, or
  - (b) In the case of emergent circumstances arising after reporting to work, the employee notifies his/her supervisor of the need for time off, and

- (c) The percentage of the work group that has been scheduled time off does not exceed the maximum percentage as outlined below. Employees with previously scheduled Vacations, Floating Holidays, Excused Work Days, Leaves of Absence and on-going disabilities shall be excluded from the workgroup prior to calculating the percentages. The percentage of available Flexible Excused Work Day time shall not exceed the following:

January	10%
February	10%
March	15%
April	20%
May-December	25%

In the event the maximum percentage is reached then the time may be granted consistent with the needs of the business.

#### **(f1) FORCE ADJUSTMENT - IBEW LOCAL 1269**

Notwithstanding the provisions of Article G20 paragraph 5, in the event more vacancies are created by volunteers in non-surplus RCA's within the affected FAA who elect to participate in the AT&T Option program per paragraph 5 (a) than will be filled by volunteers per paragraphs 5 (b), (c) and (d), the Company, at its option may withhold participation in AT&T options program.

#### **(g1) ELIMINATION OF ARTICLES/LETTERS**

- 1 The Company and the IBEW have agreed to archive the following Articles and associated language and Letters which had appeared in the 1998 Agreement: **Articles IS1 - IS11, Articles M1 - M4, Articles MDC1 - MDC18 and Letters of Agreement (ii) and (jj).**

In the event the Company, during the term of the 2002 Agreement, re-introduces the titles to which this language applied, or introduces into the bargaining unit, titles performing substantially similar duties, the language of the appropriate archived Article will apply.

- 2 The Company and the IBEW have agreed to eliminate the following Articles and Letters:  
**Articles A1-A3, Article G21, Articles S1-S3 and Letters of Agreement (z), (bb), (ee), (ff) and (gg).**

**(h1) CUSTOMER ENGINEER NEGOTIATIONS**

This will confirm the understanding of the parties that negotiations shall begin as soon as possible to discuss the establishment of a tiered pay structure for the title of Customer Engineer based on the attainment of certifications. The highest wage tier agreed to will be in a separate universe for forced management purposes and be listed in Appendix 4 as a separate schedule. However, if offered, all Customer Engineers will be eligible for a Voluntary Termination Pay (VTP) offer regardless of wage tier. Subject to the parties being able to reach agreement on a tiered wage structure, such agreement will include an \$8.00 increase to the top step of the New Jersey wage zone retro active to the effective date of the contract.

## **EFFECTIVE DATES**

The Company and the Union agree that the 2002 Memorandum of Agreement is, unless a different effective date is set forth in a particular item, effective on May 12, 2002, but only if it is ratified by the Union membership employed in the Business Operating Units and Divisions listed in Appendix 1 to the 2002 Agreement.

## **PARTIES' DEMANDS**

All demands of either party not specifically covered or disposed of by this Memorandum of Agreement are hereby waived for the term of the 2002 Memorandum of Agreement, all such demands having been thoroughly discussed during the collective bargaining negotiations which are, by the execution of this Memorandum of Agreement, concluded. Neither party shall be obligated to bargain collectively during the term of this Memorandum of Agreement with respect to modification of their provisions or with respect to the demands of either party that have been the subject of the negotiations hereby concluded.

## **DURATION**

This Memorandum of Agreement shall terminate, unless extended by mutual agreement, at 11:59 PM on Saturday, November 8, 2003.

## SIGNATURES

The System Council T-3 on behalf of the IBEW Locals 21, 134, 827, 1269, 1944, 2213, 2222, 2313, 2320, 2321, 2322, 2323, 2324, 2325, 2326, and 2327 each on behalf of the employees it represents and the Company, having bargained in good faith and reached agreement as set forth in the Memorandum of Agreement applicable to its unit, sign through their duly authorized representatives as set forth below:

### SYSTEM COUNCIL T-3

/s/ Robert F. Morrison  
Chairman, System Council T-3, IBEW

APPROVED:

/s/ Edwin D. Hill  
International President, IBEW

### AT&T CORP.

/s/ Frederick N. Murray  
Labor Relations, Vice President

/s/ John A. Alpert  
Labor Relations, Director

/s/ Diane L. Bradley  
District Manager, Labor Relations

/s/ Steven J. Leonard  
District Manager, Labor Relations

/s/ Lori J. Smith  
District Manager, Labor Relations

/s/ Linda A. Miller  
Manager, Labor Relations

APPROVED::

/s/ Christopher W. O'Flinn  
Vice President, Compensation, Benefits and  
Employee & Labor Relations

Signatures on behalf of the Subcommittee:

#### Company

Agreed:

/s/ Steven J. Leonard  
/s/ Kathleen Augaitis  
/s/ Daniel Huereca  
/s/ Robert Nickum  
/s/ Charles S. Tapia

#### Union

Agreed:

/s/ Dennis Slaman  
/s/ Greg Skoruk  
/s/ Donna Howrychak  
/s/ Rose Fenstermacher  
/s/ Robert Karolewski  
/s/ William McGowan  
/s/ Robert Verney  
/s/ David Rehberg



# INDEX

## Listings (Articles/Agreements)

Amended (Amendments to Carried Forward 1998 Provisions).....	1
Archived (1998 Provisions Temporarily Inactive).....	2
Eliminated (Discontinued 1998 Provisions).....	1
New Articles/Agreements.....	3
Replaced (1998 Revised Provisions Replaced in their Entirety).....	2

## A

Absence	
Funeral.....	14
Illness.....	13
Jury Duty.....	13
Military.....	14
Allowances	
Meal (See Meal Allowance)	
Relocation (See Relocation Expenses)	
Travel (See Travel Allowance)	
Arbitration.....	5
Expedited Arbitration.....	8
AT&T Performance Award.....	122, 157
AT&T Resource Center.....	174
AT&T Transfer and Rehire System.....	135, 155
ATS Trial - At Risk Candidates.....	176
Oversight and Review Board.....	145
ATS/ARS Coordinator.....	177
Awards (See AT&T Performance Award)	

## B

Bargaining Agreement	
Duration.....	183
Effective Date.....	183
Benefits	
Retired Employees.....	131
Bonus	
Night Work - Communications Technician-Toll.....	56
Night Work - Computer Services.....	66
Signing.....	121, 157
Business Operating Units (Appendix 1).....	75

# INDEX

## C

Call In (See Differentials and Other Payments)	
Call Up (See Differentials and Other Payments)	
Card Check .....	175
Career Placement (ATS/ARS) .....	138
Communications Technician-Toll .....	53
Computer Services .....	67
Consent Election .....	160
Constructive Relationship Council .....	171
Contracting of Work	
Computer Services .....	69
Subcontracting Committee .....	172
COPE - PAC .....	158
Customer Engineer Understanding .....	182

## D

Death in the Family (See Absence)	
Dental Benefits	
Retired Employees .....	131
Differentials and Other Payments	
Communications Technician-Toll .....	55
Computer Services .....	64
Operator Services .....	32
Telecommunications Relay Services .....	42

## E

Electronic Monitoring .....	168
Excused Work Days .....	17
Flexible .....	18, 180
Expedited Arbitration .....	8

## F

Family Care Development Fund (See Work and Family Programs) .....	1
Flexible Excused Work Days .....	18, 180
Force Adjustment .....	19
Force Adjustment Area (FAA) .....	19
IBEW Local 1269 Understanding .....	181
Percent Protection .....	21
Reasonable Commuting Area (RCA) .....	19
Williamsport TFDA Center Understanding .....	179
Funeral (See Absence)	

# INDEX

## G

General Foreman Understanding (Local 134).....	68, 70, 71, 77, 169
Geographic Areas (See Force Adjustment)	
Grievance Procedure	
Telecommunications Relay Services.....	47

## H

Hardship Transfer (ATS/ARS).....	139
Health Care Reimbursement Account (Retired Employees).....	134
Holidays	
Operator Services.....	36
Telecommunications Relay Services.....	45
Home Garaging	
Communications Technician-Toll.....	59
Hours of Work	
Communications Technician-Toll.....	53
Computer Services.....	63
Operator Services.....	29
Telecommunications Relay Services.....	39

## I

Illness (See Absence)	
Increases	
General Wage Increase.....	14
Progression.....	15
Interim Return Home.....	25

## J

Job Evaluation.....	12
Joint Evaluation (Article G11).....	12
Job Titles/Classification	
Creation of.....	11
Jury Duty (See Absence)	

## L

Layoff (See Force Adjustment)	
Leaves of Absence	
Military.....	14
Level Equalization Groups (LEGS).....	147
L-Level Pension Bands.....	127, 130
Locality to Wage Area Matrix.....	90

# INDEX

## M

Meal Allowance (Communications Technician Toll) .....	56
Meal Periods .....	
Operator Services .....	31
Telecommunications Relay Services .....	41
Mediation .....	10
Medical Benefits .....	
Retired Employees .....	131
Mileage Reimbursement (Personal Vehicle) .....	178
Military Duty (See Absence) .....	
Monitoring (See Electronic Monitoring) .....	
Motor Vehicle Usage Program (Computer Services) .....	66
Moving Expenses .....	
ATS/ARS .....	142
Force Adjustment .....	22
Transfer .....	26

## N

Net Credited Service (See Pennsylvania Length of Service) .....	
Neutrality and Consent Election .....	160

## O

On Call (See Differentials and Other Payments) .....	
Operator Services .....	19
Organizing (Union) .....	
Card Check .....	175
Neutrality and Consent Election .....	160
Oversight and Review Board (ATS/ARS) .....	145
Overtime .....	
Operator Services .....	34
Telecommunications Relay Services .....	42

## P

Pay for Performance (Telecommunications Relay Services) .....	51
Pennsylvania Length of Service Understanding .....	168
Pension Band .....	
Credits .....	126, 128
L-Levels .....	127, 130
Pension Plan Benefits .....	126
Physical Reference Point (PRP) .....	23
Promotions .....	16

# INDEX

## R

Reasonable Commuting Area (RCA) .....	19
Reassignment to Title with Lower Wage Band.....	16
Recall	
From Layoff (Force Adjustment) .....	22
Recognition .....	76
Rehire (See ATS/ARS)	
Wayne TRS Center Rehires .....	180
Relief Period	
Communications Technician-Toll.....	54
Computer Services .....	63
Operator Services .....	31
Telecommunications Relay Services .....	41
Relocation Expenses	
ATS/ARS .....	142
Force Adjustment.....	22
Transfer.....	26
Resource Center (See AT&T Resource Centers)	
Retiree	
Contributions.....	133
Health Care Reimbursement Accounts .....	134
Medical and Dental Benefits .....	131
Medical Caps .....	131

## S

Scheduling/Work Schedules	
Communication Technician Toll.....	53
Computer Services .....	62
Operator Services .....	29
Six-day Work Week (Relay).....	180
Telecommunications Relay Services .....	39
Selection Criteria (ATS/ARS) .....	142
Signing Bonus .....	121, 157
Six-day Work Week (Relay) .....	180
Staffing	
ATS/ARS.....	135
Foreman and General Foreman Position .....	169
Subcontracting	
Subcontracting Committee.....	172
Surplus Declaration (See Force Adjustment)	
Surplus Placement Administration (ATS/ARS).....	140

# INDEX

## T

Temporary Assignment to Higher Occupational Job Classification	
Operator Services .....	34
Telecommunications Relay Services .....	44
Temporary Work Locations -	
Communications Technician-Toll .....	58
Transfers .....	24, 25
Term Placement (ATS/ARS) .....	137
Testing	
ATS/ARS .....	143
Joint Standing Subcommittee on Testing .....	173
Title to Wage Table Matrix .....	87
Titles	
Communications Technician-Toll .....	53
Computer Services .....	61, 68
New/Restructure/Redefined .....	11
Operator Services .....	29
Telecommunications Relay Services .....	39
Time in Title (ATS/ARS) .....	136
Tour Differentials (See Differentials and Other Payments)	
Transfers .....	23
ATS/ARS .....	135
Travel Allowance	
Temporary Transfer .....	25

## U

Union	
Access .....	163
Organizing .....	160, 175

## W

Wage	
General Wage Increase .....	14
Progression Increase .....	15
Promotions .....	16
Starting Rates .....	14
Surplus, Lateral, or Downgrade Treatment (ATS) .....	146
Wage Tables (Appendix 4) .....	95
Work & Family Programs .....	1
Work Schedules	
Communications Technician-Toll .....	53
Computer Services .....	62
Operator Services .....	29
Telecommunications Relay Services .....	39

# Calendar for year 2003

## January 2003

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## February 2003

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

## March 2003

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## April 2003

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## May 2003

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## June 2003

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## July 2003

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## August 2003

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## September 2003

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## October 2003

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## November 2003

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## December 2003

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

